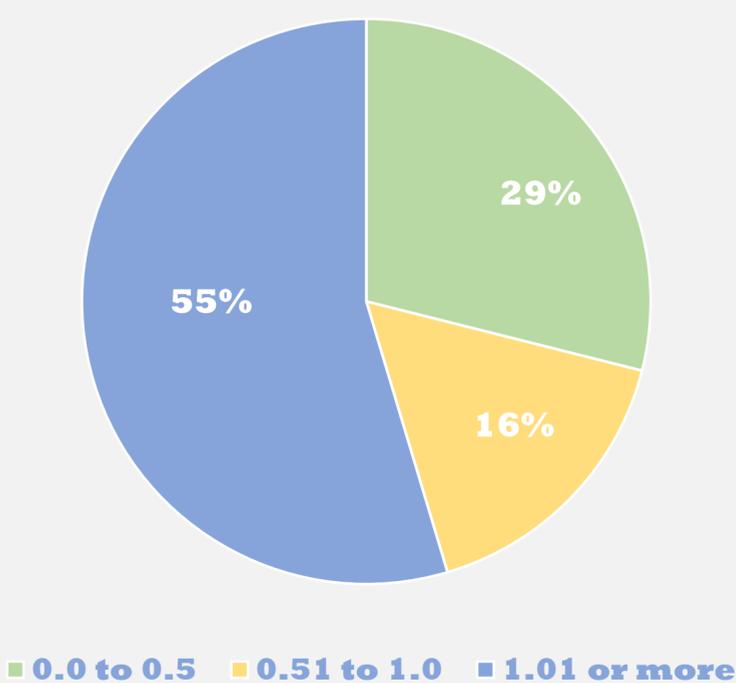


In the Leadership Pulse™, we ask working energy and optimal energy. The difference between these two numbers is the Energy Gap™. In the latest Leadership Pulse, **55% of leaders had an energy gap of more than one point.**

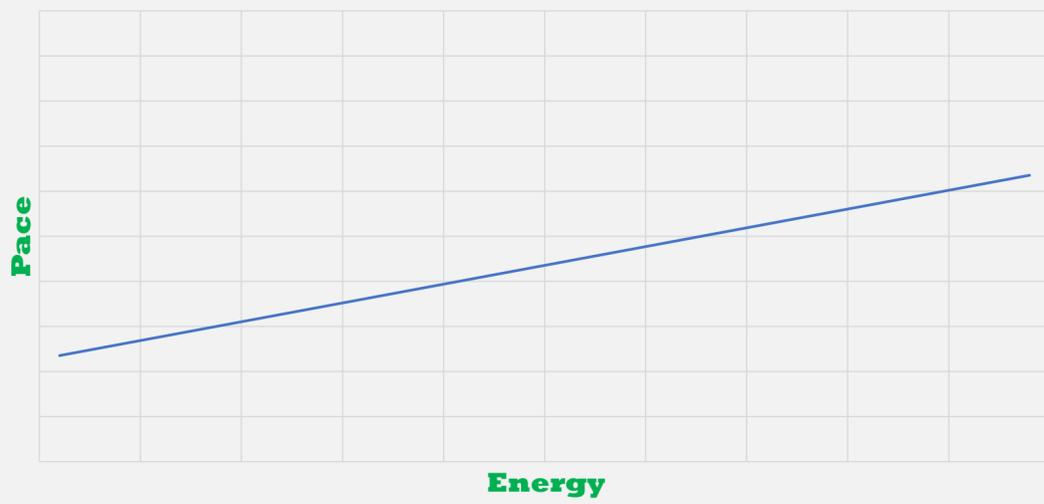
In the latest Pulse, we conducted **Energy Calibration™**. This process looks at the way energy is related to pace, efficiency and job satisfaction. Calibration tells a story about why studying the energy gap is important to you and your business.

Energy Gap



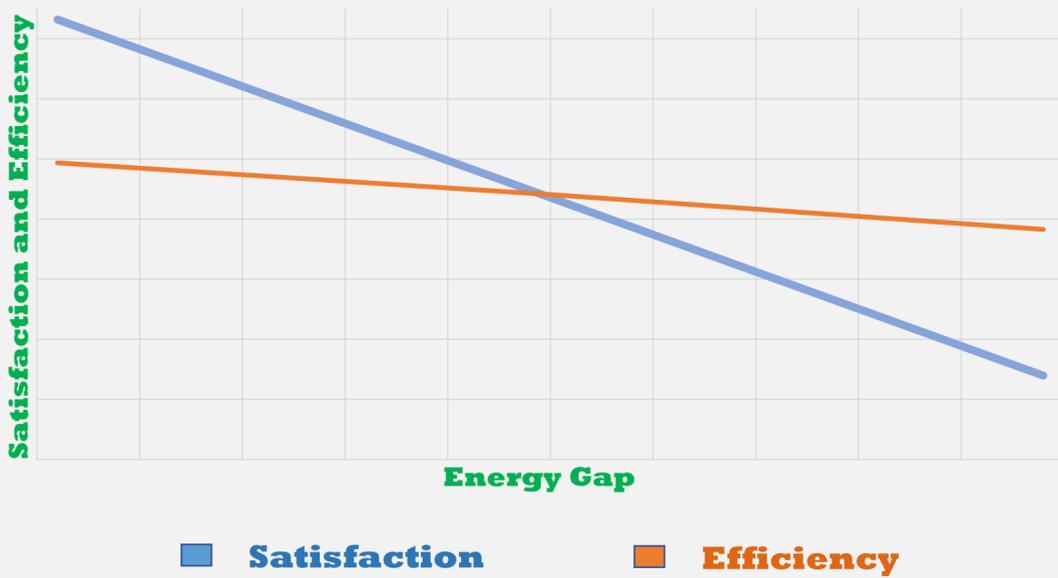
Part 1 of Calibration: Energy and Pace of Work with the November Leadership Pulse data. *Leaders with a higher pace of work have a higher energy.* But, higher energy is not always better; a lower gap between working energy and optimal energy is the goal.

Pace vs Energy



Part 2 of Calibration (using the November Leadership Pulse data): Satisfaction and efficiency decrease as the Energy Gap increases. **Highest levels of both satisfaction and efficiency are at zero gap.**

Energy Gap vs. Satisfaction and Efficiency



Higher Energy Gap scores have a significant negative effect on satisfaction at work as well as a negative effect on efficiency.

In our research with larger and more diverse samples, the results are similar. We run the Energy Calibration to determine if energy is behaving in the same manner with different groups of people and clients; regardless of country, type of business or period of time we run the analysis – we find the same results. The Energy Gap is a measure of productivity. The person who ‘owns’ energy is you – each individual employee. Learning more about how to manage your own energy at work is just like learning how to manage your body pulse when you exercise. You optimize your workout – at work or at the gym – when you monitor, learn and use that learning to make positive changes.

So what can we do about it?

1-Mind the Gap! Monitor your energy level regularly. Become aware of when you are working far from your best energy level and what tasks and people might be contributing to that gap.

2-Master your Pace! Increase the pace of your work when your energy might be lagging. Create artificial deadlines or personal challenges to help ratchet up your energy. Remember, this will increase both your efficiency and satisfaction. And look for ways to create breaks and recovery time when your pace is too high.

3-Mix it up! Identify the tasks that drain your energy level. Sandwich those tasks between two energy boosting activities. These can be either tasks you enjoy or people who energize you.