

7 Levels of Energy Leadership

	Core Thought	Frame of reference	Core Feeling	Other Feelings	Core Action	Other Actions or Result	Advantages	Disadvantages
Level 1	Victim	I lost. I hate myself.	Apathy	Guilt, worry, self doubt, low self esteem, helpless, hopeless, powerless, out of control, embarrassment, anxiety.	Lethargy	Avoidance, trouble making decisions, not taking action.	Able to protect themselves from harm. Receive attention and sympathy from others. Do not have to assume responsibility for negative life events.	Have little to no engagement in roles and tasks. Great difficulty effecting change and improving life circumstances. Lack ability to lead themselves and others.
Level 2	Conflict	I can not win so I will make you lose. I hate you.	Anger	Antagonism, struggle, resistance, frustration, bitterness, resentment, defensive, mistrust, hatred, greed.	Defiance	Resisting, fighting back, defend, blame, judge, fight for your rights, criticize, manipulation. Stress, disappointment.	Aggressive behavior leads to getting a lot done. Can motivate others.	Motivation is from anger or fear therefore results are not sustainable. Black or white. Win or lose. Zero sum game. Look at what is wrong, who is to blame. End drained from all efforts to fight their way out.
Level 3	Responsibility	I win and hopefully you win too. I forgive you.	Forgiveness	Relief, accomplishment.	Cooperation	Tolerate, justify, release, compromise, excuse, cope, take responsibility for actions. Rationalize, avoid conflict and pain. Get job done. Do the right thing.	Master in rationalization, self motivated. Nothing stands in the way of what they want until they get it. Engage people easily.	Can be manipulative. Not concerned for feelings of others. Can be seen as selfish, too self centered.
Level 4	Concern	You win. I love you.	Compassion	Loving, caring, giving, nurturing, gratitude.	Service	Caring, giving, supporting, helping, foster collaboration, teamwork and loyalty. Takes nothing personally, playfulness.	Take little personally. See things objectively. Inspire others. Truly care for and help everyone do their job the best they can.	Can get caught up in theirs and other people dramas. Their motivation can be more for being liked than for being productive.
Level 5	Reconciliation	We all win or we do not play. I understand you.	Peace	Confidence, fulfillment, opportunity, calmness.	Acceptance	Calm, powerful, entrepreneurial minded, feel in control of his/her life and live with a belief that they can choose their life experience.	Highly conscious and wide range view of situations. Can see many options available. See things as opportunities. Take very little personally.	Can experience paralysis by analysis and be disengaged from emotions. Their optimism can cause them to take too many risks.
Level 6	Synthesis	We always win. I am connected to all	Joy	Pleasure, satisfaction, fearless, oneness.	Wisdom	Intuition.	See the whole and see everyone as part of themselves. Visionaries. Create innovations. All has a purpose and value.	Might not be grounded or could be out of touch with others. May be a high risk taker.
Level 7	Non Judgment	Experience life. I am.	Absolute passion	Unconditional love, ecstasy.	Creation	Genius.	Can create anything they choose, whenever they choose to. Connected to an intelligence of the highest order.	Nothing is seen as real. Perceived by others as being disconnected.

The 7 Levels of Energy Leadership were discovered and developed by Bruce D. Schneider founder of iPEC (Institute for Professional Excellence in Coaching).