



Leading With Energy Session Workbook

February 5th 2026

Exercises for people managers to support and sustain energy—for themselves and their teams.



Welcome

Thank you for joining us for this session — and for the leadership you bring to healthcare every day. Managing in care settings carries a unique responsibility: you're not only caring for systems and outcomes but shaping the conditions in which others give care.

Energy management is a leadership skill and strategy. As a manager, you influence energy in two directions — how you manage and protect your own energy, and that of your team.

These exercises can be used personally or with your team to reduce energy drain, process challenging moments, and intentionally direct energy in positive and productive ways. They help you notice where energy is being drained or restored, pause to recognize the positive energy already present in daily work and life, clarify what's within your control, and make choices that support sustainability—for you and those you lead.

Use this workbook as a working tool. Small adjustments in awareness and behavior can have a powerful ripple effect over time.

This is not about doing more. It's about leading in a way that protects energy, reduces unnecessary strain, and supports care that can be sustained — by you and your team.

Sarah Deane

CEO
MEvolution, Inc.

"The energy of the mind is the essence of life."

Aristotle



Aligning Expectations

When expectations are misaligned, they can drain capacity, misdirect energy, and strain relationships. Reframing expectations helps reduce energy drain, increase clarity, and direct energy more effectively.

Technique Overview

When “shoulds” and expectations show up, they often drain energy and create internal conflict. This quick process helps you pause, name what’s happening, and reframe the expectation so you can choose how to spend your energy more intentionally.

Use the questions below whenever you notice pressure, frustration, or guilt. Move through them in order, then make a conscious choice about your next step.

How do you feel?

Name the emotion and state where and how you are experiencing it in your body.

1

What is the should?

Name the should or expectation you are experiencing that is causing you conflict.

2

Why should you?

Where is the should coming from? Why do you feel you should?

3

What would happen if you didn't?

If you didn't do the should, what would actually happen?

4

Can you reframe it as a need or want that is meaningful?

I need/want to do [x] because of [y]. Reflect on the y.

5

What are some options? What is the best choice?

Make a conscious choice!

6

"Shoulds" Quick Checker

Use this quick check anytime you notice tension, repeated friction, missed expectations, or rising frustration with an employee. "Shoulds" often show up when expectations are unclear, unrealistic, or misaligned with current capacity.

The questions help you slow the moment down, clarify what's actually being expected, and decide what needs to shift—whether that's the expectation itself or the support around it. Used early, it reduces energy drain, prevents unnecessary conflict, and creates clearer, more sustainable outcomes for both you and your team.

1 - What is the should?

Name the should or expectation you are experiencing that is causing you conflict.

2 - Is the expectation aligned with reality and capacity?

Is it fair given reality and context?

3 - What's the actual goal?

Define success clearly and narrowly.

4 - How do I realign the expectation or support them with the expectation?

If expectations don't match reality, typically something has to shift—either the expectation itself or the support around it.



Embracing Control

When facing uncertainty, feeling overwhelmed, or navigating a challenging moment, it can help to focus on what you truly control to determine your best course of action.

Technique Overview

This exercise helps you clarify where to focus your energy when things feel uncertain or overwhelming.

Begin by sorting the situation into three areas: what you directly control, what you can influence, and what is outside your control.

Direct your energy first toward what you directly control. For areas you can influence, weigh the potential impact against the effort required and make a conscious choice about where your energy is best spent. For what you don't control, practice giving yourself permission to let go.

The goal is to reduce unnecessary energy drain and focus your attention where it can make the greatest difference.

What do you directly control?

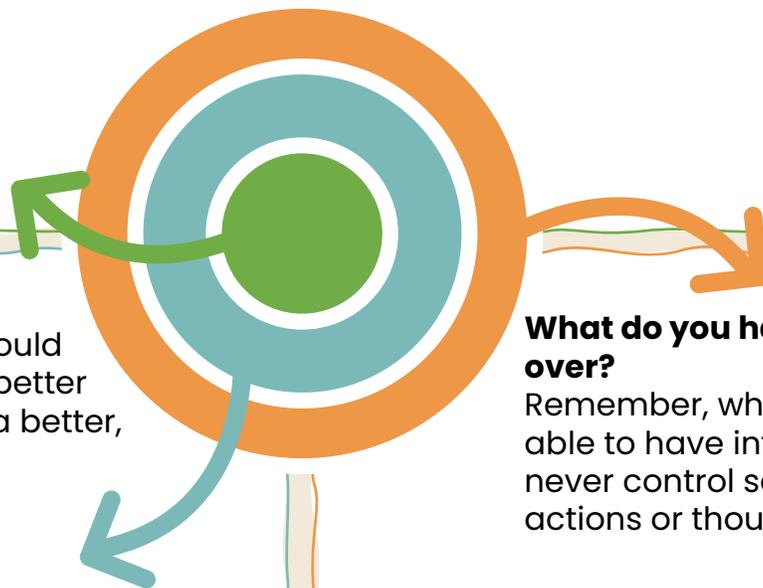
Remember, you always control your feelings and actions.

What can you influence?

Think about actions you could take that may give you a better chance of the desired, or a better, outcome.

What do you have no control over?

Remember, while you may be able to have influence, you can never control someone else's actions or thoughts.





Celebrating Wins

Creating space to reflect on achievements—and being specific about them—unlocks positive energy and trains your brain to notice what's working.

Technique Overview

This exercise helps you unlock positive energy by intentionally reflecting on what went well. Rather than moving quickly past achievements, it guides you to slow down, be specific, and notice why something was good, the impact it had, and what it reveals about you as a person.

By naming these details, you strengthen your ability to recognize progress, build confidence, and carry positive energy forward into future moments.



1 What do you feel good about?



2 What impact did this have?



3 What was it about you as a person, your talents etc. that enabled it? Be specific!



ABOUT MEvolution

Measuring and Mastering Human Energy

For Peak Effectiveness,
Personal Sustainability,
Capacity and Potential.

Engineering Human Excellence

For Individuals, Teams, and Organizations

MEvolution helps people and organizations unlock sustainable performance by focusing on the one factor everything depends on: human energy. We've built the first scalable framework for measuring how humans actually function—and for improving it across work and life.

After years of research and global application, we uncovered the key difference between those who thrive and those who don't: they intentionally manage their mental, emotional, physical, and purpose-driven energy through specific, learnable behaviors. Each person has a unique formula for reaching an energy-rich state—and we've decoded that blueprint.

Using our proprietary Energy Management Quotient (EMQ), applied programs, and digital platform, we help individuals, teams, and organizations move from awareness to mastery—building resilience, clarity, and sustained excellence.

In a time of rising stress, stagnant engagement, and accelerating AI, results don't come from systems and technology alone—they come from humans with energy reserves, not energy deficits. That's why we focus on the core power source: energy. We don't just train behavior—we fuel the system that makes high-functioning behavior possible, building the human capacity AI can't replicate, but absolutely depends on.

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