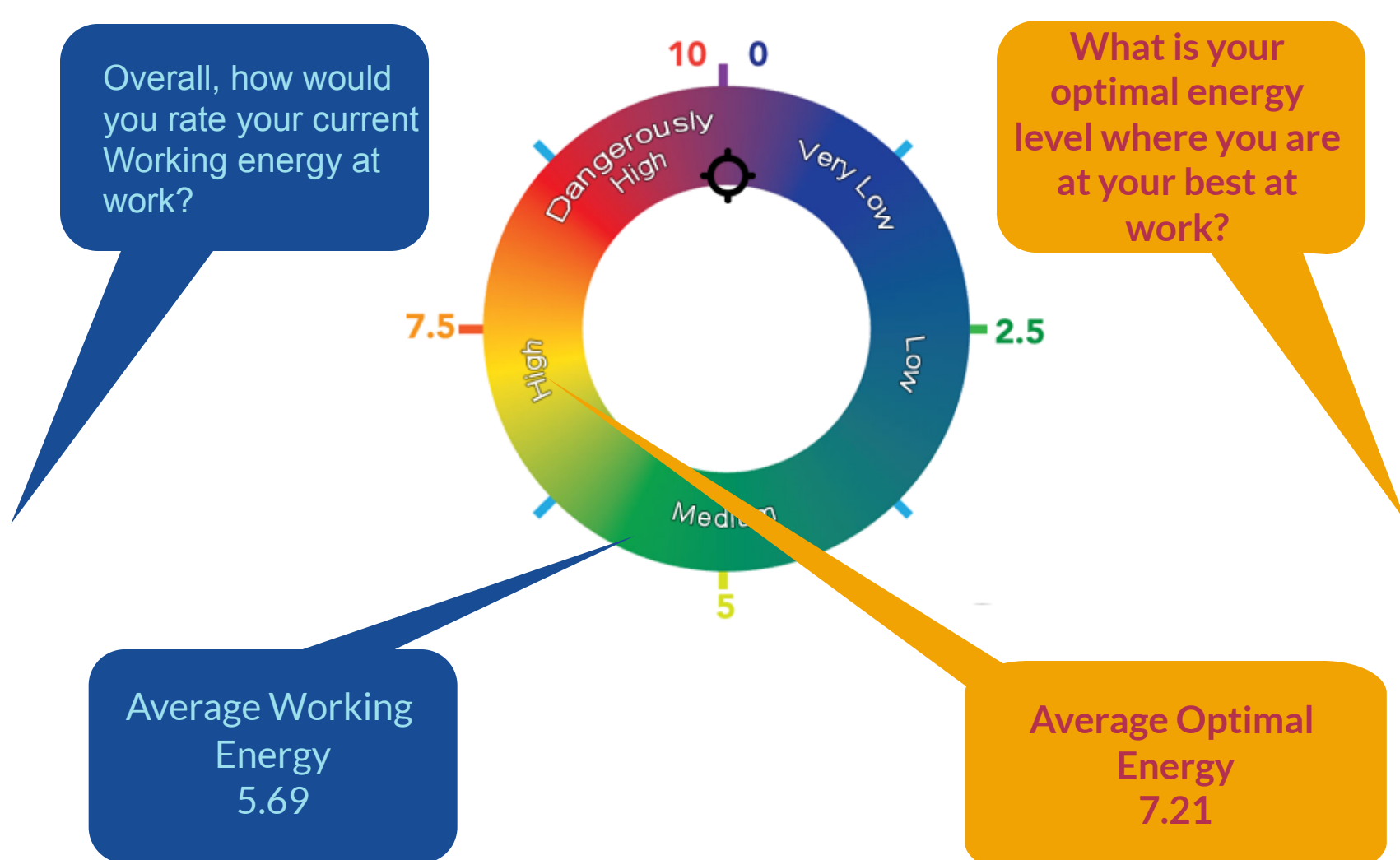


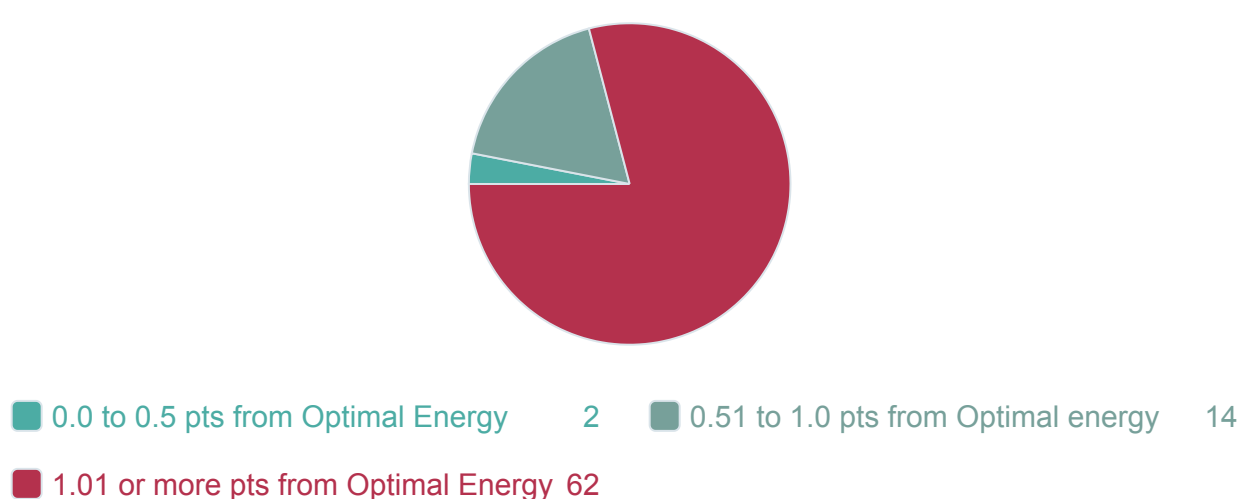
Leadership Pulse May 2022

Energy is an internal force that drives and propels individual actions. We measure current "working" and optimal energy to identify the health of organizations and leaders.



Average working Energy for the leadership sample is well below their average optimal energy. People are more productive when the gap of their working and optimal energy is low.

Energy Gap
Percent of respondents in each gap zone



eePulse research indicates negative performance outcomes when working energy is more than one point from optimal energy. These data show that Over 60% of leaders are at risk of negative performance outcomes.

Working Energy Compared to Optimum Energy

<p>15% are above optimal energy</p>	<p>Working too far and too long above optimal energy level is often counter-productive. Mistakes are made more frequently. Small obstacles easily become big problems. Working at this level for too long can lead to burnout.</p>
<p>2% are at optimal energy</p>	<p>Working at your optimal energy maximizes your productivity. You meet challenges in stride and look for opportunities to accomplish more than you currently are.</p>
<p>83% are below optimal energy</p>	<p>Working below your optimal energy level is simply under-productive. Boredom sets in easily. Challenges are met with avoidance rather than action.</p>

Be part of our November Leadership Pulse as we explore how Leader Confidence and Energy has changed since early 2022.