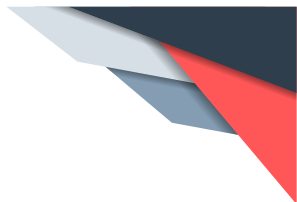


THE 6 ENERGY STATES OF TEAMS



FLOW ENERGY

- WHAT IS IT?** Alignment, focus, and healthy momentum.
- HOW IT LOOKS?** Open body language, engaged tone, natural back-and-forth.
- RISKS?** Can slip into autopilot – people stop challenging assumptions.
- LEADER RESPONSE?** Protect it, but inject curiosity to avoid groupthink.

FRICITION ENERGY

- WHAT IS IT?** Visible tension or disagreement.
- HOW IT LOOKS?** Crossed arms, clipped tone, faster pace, interruptions.
- RISKS?** Left unchecked, it grows into toxic conflict or silent avoidance.
- LEADER RESPONSE?** Normalize dissent. Channel tension into constructive debate.

FATIGUE ENERGY

- WHAT IS IT?** Low mood, drained motivation, or quiet burnout.
- HOW IT LOOKS?** Flat tone, slouched posture, fewer contributions.
- RISKS?** Burnout, disengagement, or turnover.
- LEADER RESPONSE?** Slow down, adjust workload, reconnect people to purpose.

FALSE HARMONY ENERGY

- WHAT IS IT?** Outward agreement masking hidden resistance.
- HOW IT LOOKS?** Polite nods, forced smiles, silence after decisions.
- RISKS?** Passive resistance, lack of ownership, stalled execution.
- LEADER RESPONSE?** Ask into the quiet. Create safety for dissent. Confirm real alignment.

CHAOS ENERGY

- WHAT IS IT?** Scattered focus, constant context-switching, lack of clarity.
- HOW IT LOOKS?** Side conversations, people talking over each other, ideas with no direction.
- RISKS?** Decision paralysis, wasted effort, exhaustion.
- LEADER RESPONSE?** Ground the room. Clarify priorities. Create structure before moving forward.

HOPE ENERGY

- WHAT IS IT?** Optimism, resilience, and belief in the future despite challenges.
- HOW IT LOOKS?** Encouraging tone, willingness to volunteer, people leaning in during tough times.
- RISKS?** If not paired with realism, it can slide into blind optimism or denial of risks.
- LEADER RESPONSE?** Nurture it. Anchor hope in concrete next steps. Balance positivity with honesty.

