

# **The fascinating story of the human generator**

**Presented by  
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# The stress mess

1. **My inability to define the elusive flashpoint when good becomes bad; eu becomes dys; excitement becomes fatigue.**
2. **The fact that stress has become a powerful status symbol.**
3. **Culture of vicious intolerance towards vulnerability and burners - we like the smell of blood.**
4. **How to explain the concepts of stress and burnout to a cynical, pragmatic C.E.O., who is an exact scientist (e.g. Engineer) but who confesses that he or she is human?**



**Within** each one of us there is a  
generator, generating warm,  
pulsating energy

# “Within?”



“Within” means that we are the masters but also the keepers of our precious energy. You and only you are responsible for what you do with your energy. The choice is yours!

Be very, very careful of energy thieves – they are there with their greedy hands. Do not allow others to steal your precious energy.

# **What is energy?**

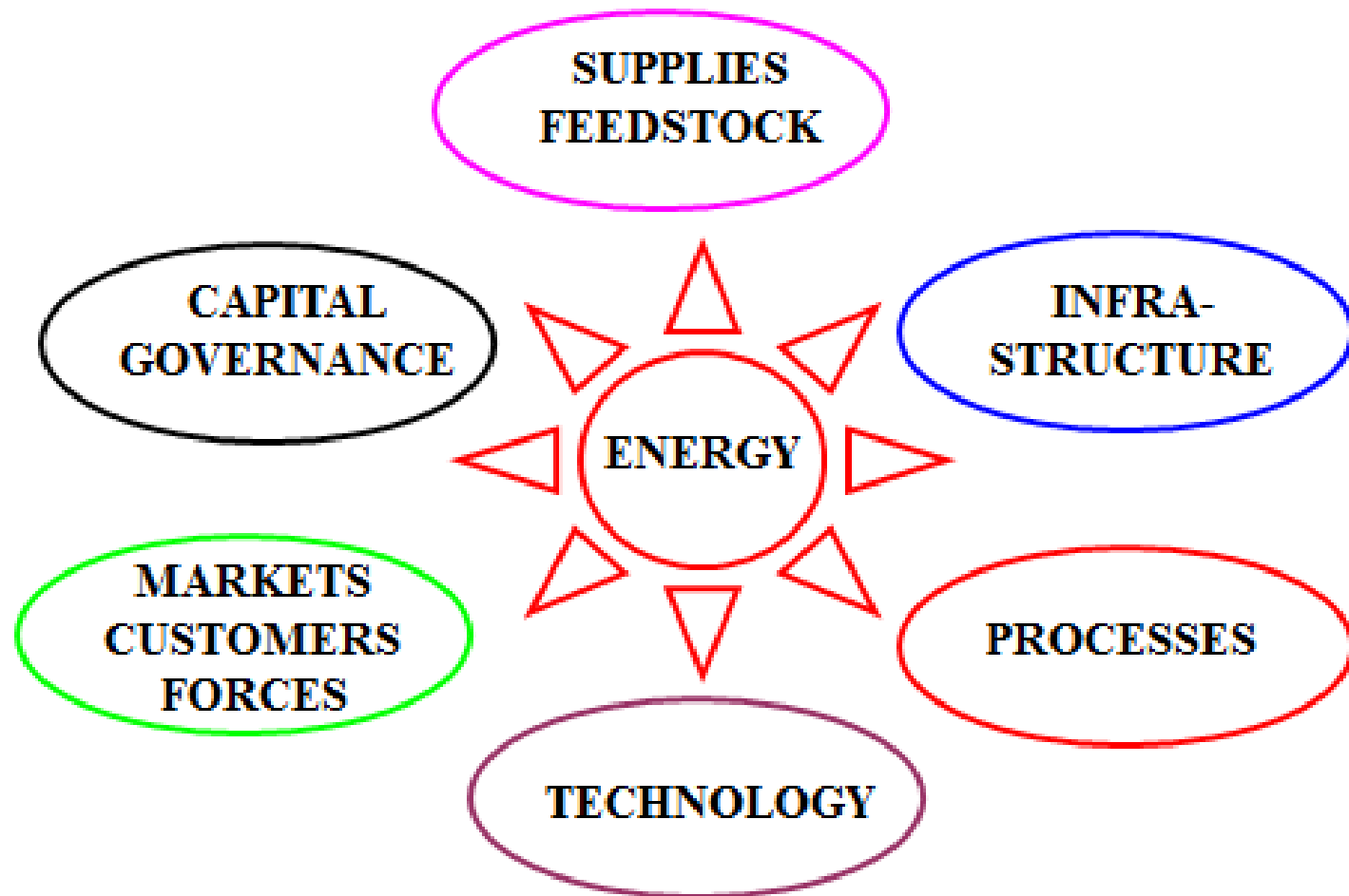
**Then God commanded: ‘let there be light’ – and light appeared. God was pleased with what He saw. Then He separated the light from the darkness, and He named the light ‘day’ and the darkness ‘night’.**

**But He created the containers (sun, moon and stars) only on day four.**

**So what was created on day one?**

**Energy, white light energy**

## **ENERGY AND THE PRODUCTION FORCES**



# **CHARACTERISTICS**

**Energy is pure**

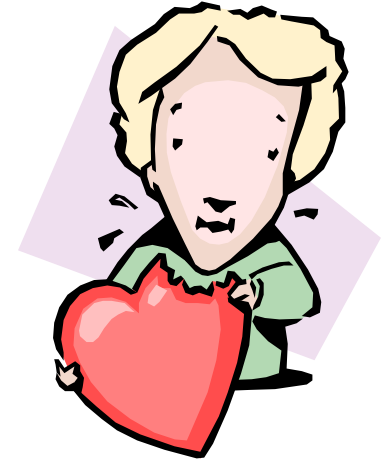
**Energy can't be destroyed**

**Container/Packaging**

**Unique energy print**

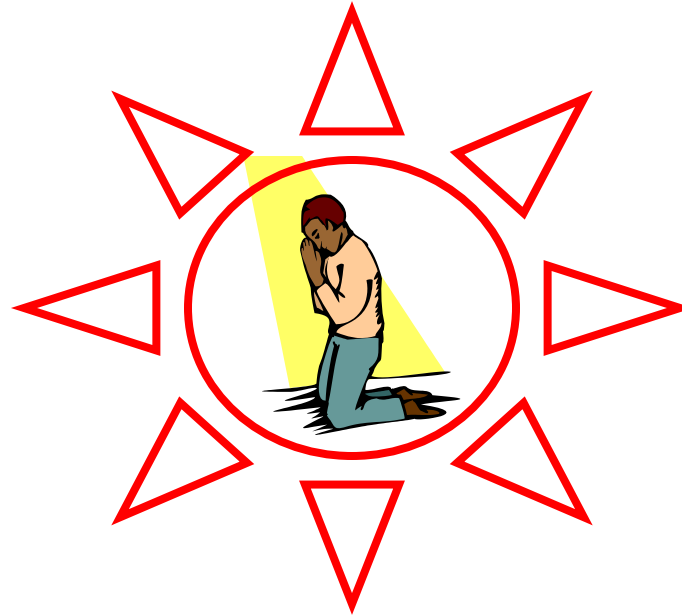
# ENERGY PRINT

Gestalt

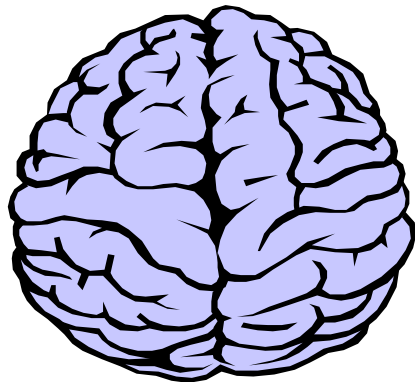


**Physical**

**Emotional**



**Spiritual**



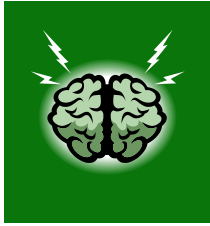
**Mental**

**Sexual**





# Energy print of the work environment



**We are leaders in our field of business and expertise**



**We proactively keep on gathering new, sufficient and valid information**



**We are more than a group of people – we are a team!**



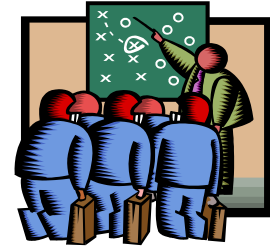
**Everyone is informed and excited**



**We constantly improve our **end-result****



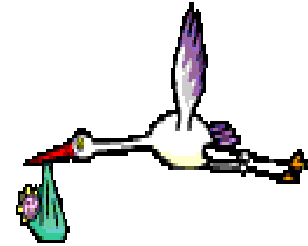
**Total quality, safety and integrity are our core values**



**We have a plan to achieve our end-result**



**We are moving and everybody knows what and how to do when**



**We deliver on time, every time**

# **Work and energy**

**Work is an energy transaction  
between the generator (energy  
supply) and the job (energy demand)  
for profit**

**Profit for whom?**

**Both the supplier (you) and the  
customer (your job)**

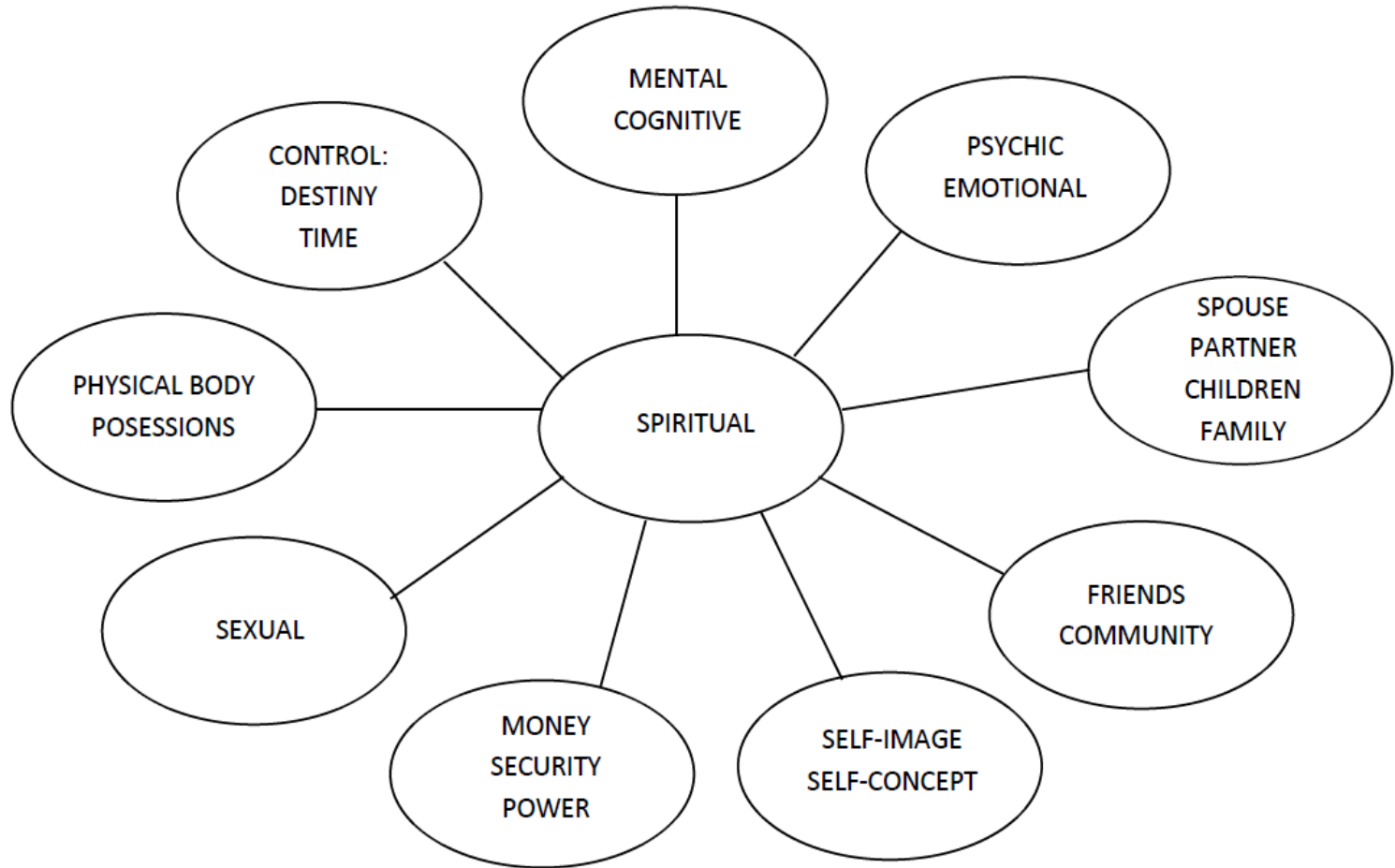
# **What is energy profit?**

**More energy flows back  
to you than flows out**

**You feel that what you are doing is  
worthwhile**

**Energy profit gives meaning to life**

# ENERGY PROFIT CLUSTERS



# **What is energy profit for your customer?**

**(Your job?)**

- **Quantity – more**
- **Quality – better**
- **Speed – faster**
- **Cost – cheaper**
- **Safety – safer**
- **Governance – you play by the rules (values)**
- **Integrity – consistent and predictable**

**Who is responsible for making  
a profit?**

**You**

**and only you**

**Why?**

**The generator is within**

# **Loyalty**

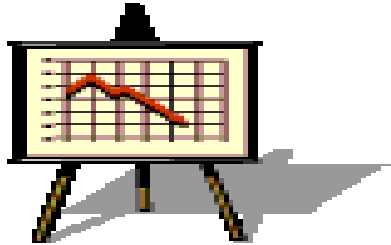
**Loyalty implies the unconditional flow of energy from the individual towards the energy demand without an equal backflow.**

**As such it is a major source of burnout**

# The transactional flow of energy



If the backflow of energy exceeds the outflow, you are making a **profit**



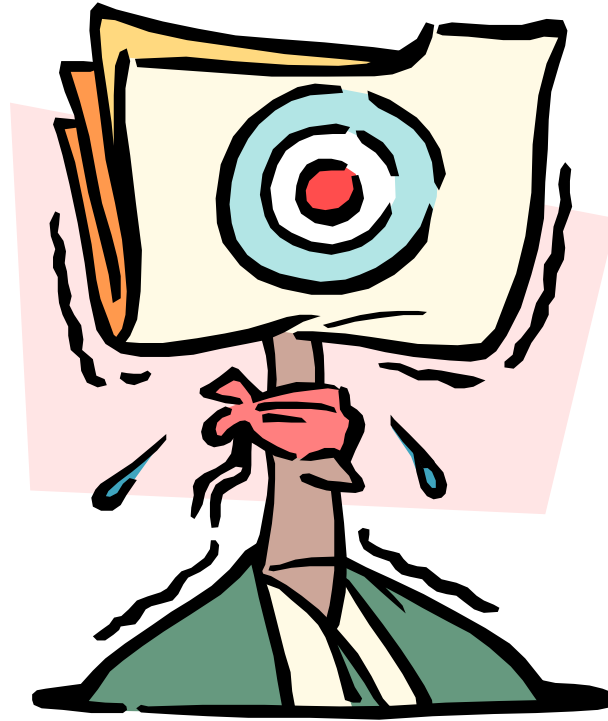
If the outflow of energy exceeds the backflow, you are making a **loss**



If the outflow of energy equals the backflow, you are in balance and starting to **stagnate**



# BURNOUT!



When you chronically make an energy loss you will go **bankrupt!**

# POST TRAUMATIC STRESS



Trauma causes a massive, explosive demand for energy, forcing the generator into shock.

# FLOW OF ENERGY

The journey from pain to profit

Have to



Want to



Negative	Neutral	Positive
Preventing	Coasting	Achieving
Pain and fear	Healing	Profit/Love
De-motivated	Coping	Motivated
Sabotage	Disengaged	Engaged

Against  
(e.g. Mob Psychology)

# Examples



**Driving**



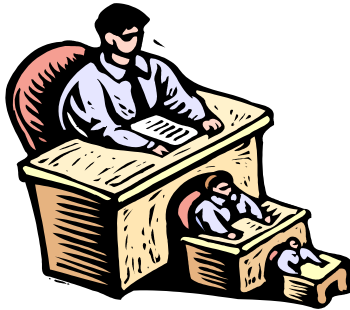
**Leading**



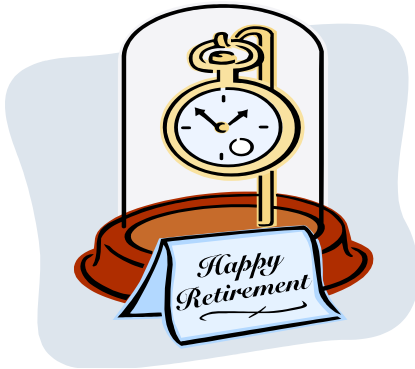
**Safety**



**Relaxing**



**Working**



**Retirement**

**If you change the way  
you look at things the  
things you look at change**

*(W. W. DYER)*

**If you change the way  
you look at yourself, the  
way others look at you will  
change**

*(JOPPIE VAN GRAAN)*

# FLOW OF ENERGY



**NEGATIVE**

**NEUTRAL**

**POSITIVE**

**Repairing  
breakdowns**

**Ensuring availability  
of equipment**

**Optimising  
equipment**

**Cautious, preventing,**

**Neutral, indecisive,**

**Enthusiastic, want to**

**Moving away from**

**Not moving at all**

**Moving towards to**

**Uncontrolled  
Imbalance**

**Balance**

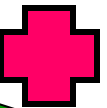
**Controlled imbalance**

**Making a loss**

**Making a profit**

**Increase profits**

# FLOW OF ENERGY



**NEGATIVE**

**NEUTRAL**

**POSITIVE**

**Blaming**

**Disciplining**

**Coaching**

**Benchmarking**

**Reaching new frontiers**

**Create new frontiers**

**Internally focused**

**Satisfying customer  
needs**

**Create customer  
needs**

**Nobody told me**

**Nothing to do  
with me**

**“I forgot  
to ask!”**



# FLOW OF ENERGY



**NEGATIVE**

**NEUTRAL**

**POSITIVE**

**Burning**

**Resting**

**Relaxing**

**Zapping (you owe me)**

**Coasting**

**I am independent,  
have wings and can fly**

**Dying**

**Coping**

**Self-actualising**

**Have to work**

**At least I have got  
a job**

**I enjoy what I am  
doing**

# FLOW OF ENERGY



## NEGATIVE

**Hiding incompetence /  
I have to be perfect**

**Destructive conflict /  
mistrust**

**Focus on things  
not happening**

## NEUTRAL

**I know what  
I am doing**

**Truce/trust**

**I am surviving**

## POSITIVE

**Learning / exploring**

**Constructive conflict**

**Make things happen**

# FLOW OF ENERGY



## NEGATIVE

## NEUTRAL

## POSITIVE

How to prevent  
loosing - choking ?

Enjoying the game!

What should I/we do  
to win?

Arrogant/self-centered

Conscientious

Independent

Impatience

Patience

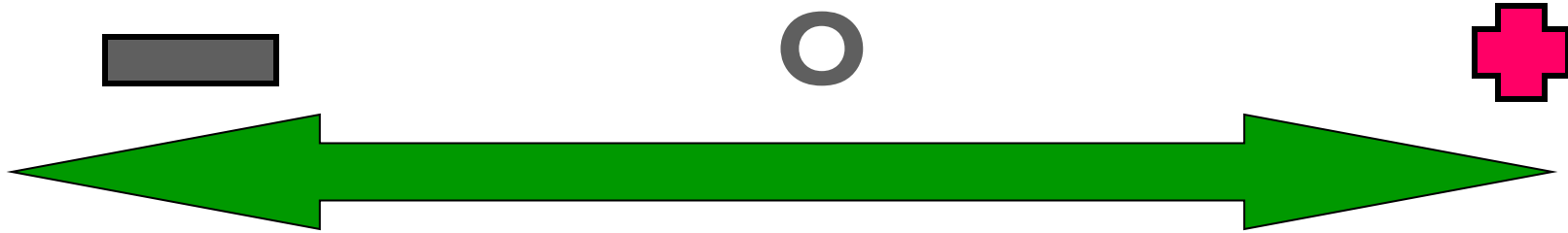
Sense of urgency

Anxiety – when a  
stick becomes a snake

Becoming an ostrich

Respect for the  
real snake

# CORPORATE IDENTITY AND FLOW OF ENERGY



- **Watching & killing competitors**
- **Spite & malice**
- **Anorexia nervosa**
- **'Yes, but'**
- **Anxiety**
- **Fear**
- **Bleeding**
- **Hurting**
- **Identity crises**
- **Defending territory**
- **Defending markets**
- **Excuses**
- **Blaming**
- **Attacking**

- **Complacent**
- **Balanced**
- **Mature**
- **Responsible**
- **Achieving**
- **Secure**
- **Cautious**
- **Focus**
- **Defined**
- **Clarity**
- **Safe**
- **Calm and serene**
- **Caring**
- **Surviving**
- **Loyal(?!)**
- **Well**
- **Critical mass**

- **Passion**
- **Innovation**
- **Continuous Improvement**
- **Excitement**
- **Screaming**
- **Growing**
- **Guts**
- **Discomfort**
- **Jumping off cliffs**
- **Mesmerised**
- **Dreaming**
- **Challenging**
- **Influencing**
- **Creating/innovating**
- **Constructive conflict**

# STRATEGY

## Three choices:

- **Accept and learn to live with it.**
- **Change or optimise it.**
  - **Get out!**

**Flip the flow of your energy from:**

**“I do what I do because **I have to**”**

**to:**

**“ I do what I do because I **can** and  
**want to**”**

# CHANGE OR MANAGE IT

- 1. Accept that you and only you are responsible for your precious energy – the generator is within.**
- 2. Accept that energy is a scarce resource – you can do only so much.**
- 3. Explore what you want from life – what is profit to you and your own identity?**
- 4. Explore and negotiate your energy print by using the results from the Team Management Profile.**
- 5. Identify (?!) and negotiate energy zappers – draw up a balance sheet.**

- 6. Optimise and streamline processes.**
- 7. Reduce the Ohm levels in interacting with others.**
- 8. Optimise your generator.**
- 9. Improve your marketability – energy supply.**
- 10. Scream hard for help!**
- 11. Enjoy the White Light.**