

The Four Energies

At the core of what we do at the WLA stands The Four Energies. The concept is simple. Every thought, every emotion, and every feeling we have provides energy; energy that boosts or drains us. Whilst we all have the same number of hours in any one day, we have infinite access to both the quality and quantity of our energy. We draw that energy from four sources - Intellectual, Spiritual, Emotional & Physical Energy.

Intellectual

This is the energy that represents logic, analysis, planning, structure, debate and focus. It's the energy that drives most organisations. Overused and it can lead to exhaustion. When used in right balance it provides clarity, prioritisation and focused attention.

In terms of potential, it's great to use for clarifying a career plan as well as a personal development plan. Secondly, if you consider in terms of mindset, this energy is all about confidence and positivity. What arenas are you at your best? Are you a half full or half empty? Where does your confidence creak? How do you want to be an energy giver rather than an energy drain?

Physical

This is the energy that gives us the ability to show up fully and the way in which we show up too. It's about having presence in the workplace, being visible and managing resilience through a strong self-care regime. We have to have the presence of mind to know the importance of looking after our bodies, including our sleep patterns, our nutrition, hydration and exercise.

As leaders, we can often give so much to everyone else that there's little left in the tank for us. By creating clear goals around putting yourself first (yes you first) then you will find that you have loads of energy to give to others. Even better, others may decide they don't need as much of you as they thought when you stop over giving.

Spiritual

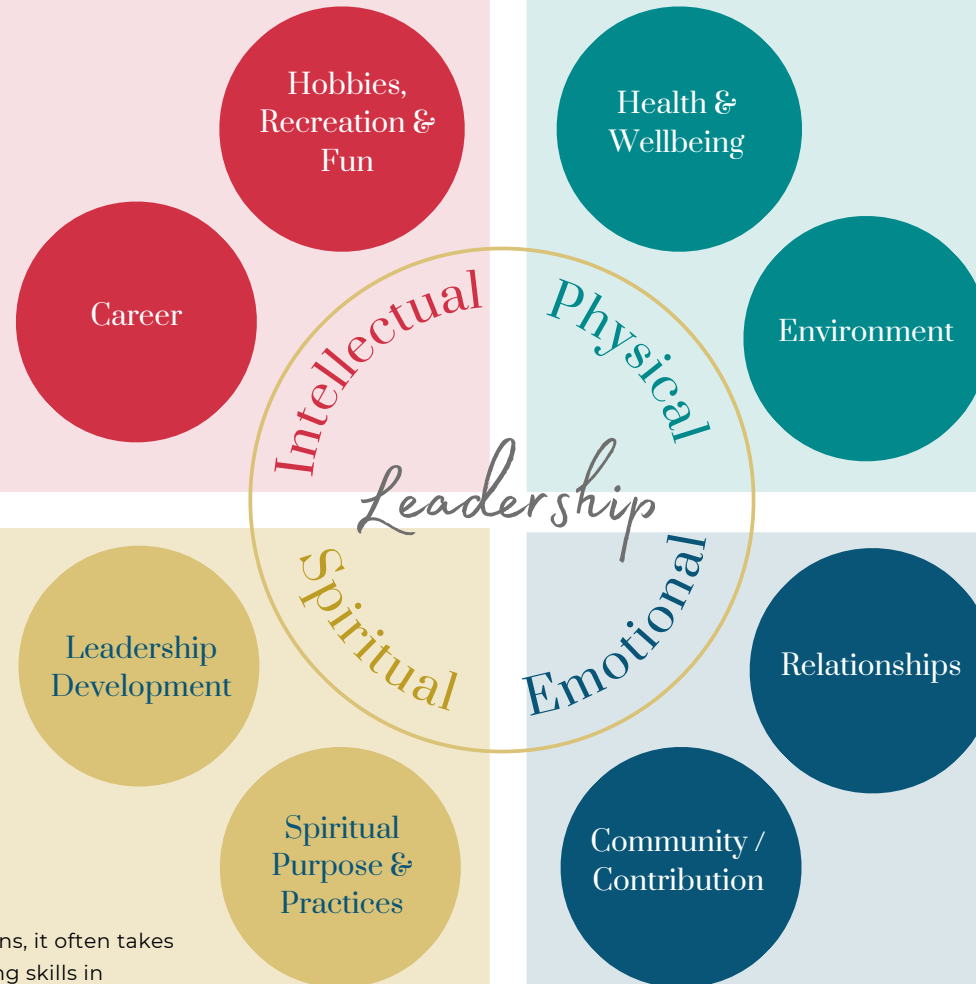
This is about being in touch with who you truly are at your core. It's about turning the volume of the mind down so you can hear what your intuition and true values are nudging you towards. Tapping into your spiritual energy enables you to get clear on your purpose, your future and the things you truly care about.

Because it's the least talked about in organisations, it often takes the most amount of effort to embrace. Developing skills in meditation, journaling, affirmations, gratitude are just some of the practices needed to harness this. It's perhaps the most powerful of all energies.

Emotional

Emotional energy encompasses our connections to others, the ability to read our own, others' emotions and to use emotional data in helping us make sense of the environment. It's about using our emotional radar to build deep and lasting relationships with others. Our emotions can be positively affected by the work we do for others and in our local communities.

It's essential to build collaboration, strong networks, creativity and hope. Understanding others and listening unconditionally are two of the key milestones of strong emotional energy. The energy comes from our heart rather than our mind and many of us are not taught about how to use this energy to its most positive impact.



Check - in

Being a member of the WLA is all about developing your potential. The world needs more women in senior roles, women who are more confident and have great impact (without losing their authenticity). By setting some clear goals at the start of the programme will help you gain massive traction. Consider what you would like the score to be in 12 months time. If you believe your self care is currently at a 4, then what would a 7 or 8 look like next year? What would need to happen for you to move up the scale?

The Four Energies - Categories	Satisfaction/Fulfilment Score Today (1-10)	Desired Score (1-10)	What is your priority order for your annual plan?
Career			
Hobbies, Recreation & Fun			
Health & Wellbeing			
Environment			
Relationships			
Community / Contribution			
Spiritual Purpose & Practices			
Leadership Development			

Intellectual

Career

1. In the area of my career, what would a perfect 10 be for me?
What do I want to make happen?

2. What would this bring me?

3. What's the biggest challenge I face in making this happen?

Intellectual

Hobbies,
Recreation
& Fun

1. In the area of my hobbies, recreation and fun, what would a perfect 10 be for me? What do I want to make happen?

2. What would this bring me?

3. What's the biggest challenge I face in making this happen?

Physical

Health &
Wellbeing

1. In the area of my health and wellbeing, what would a perfect 10 be for me? What do I want to make happen?

2. What would this bring me?

3. What's the biggest challenge I face in making this happen?

Physical

Environment

1. In the area of my environment, what would a perfect 10 be for me? What do I want to make happen?
2. What would this bring me?
3. What's the biggest challenge I face in making this happen?

Emotional

Relationships

1. In the area of my relationships, what would a perfect 10 be for me? What do I want to make happen?

2. What would this bring me?

3. What's the biggest challenge I face in making this happen?

Emotional

Community /
Contribution

1. In the area of my community/contribution, what would a perfect 10 be for me? What do I want to make happen?

2. What would this bring me?

3. What's the biggest challenge I face in making this happen?

Spiritual

Spiritual
Purpose &
Practices

1. In the area of my spiritual purpose and practices, what would a perfect 10 be for me? What do I want to make happen?
2. What would this bring me?
3. What's the biggest challenge I face in making this happen?

Spiritual

Leadership
Development

1. In the area of my leadership development, what would a perfect 10 be for me? What do I want to make happen?

2. What would this bring me?

3. What's the biggest challenge I face in making this happen?

My Annual Goals

The key to great goal setting is to write them down! But how do you know where to start? The trick is to do a whole life assessment (as described in the previous section). Once you have that, it's time to start to project forward to a time where you can visualise that idea manifesting. If it's too far away you won't get going, if it's too near you won't feel as challenged.

Goals need to have an edge to them. They need to feel out of comfort zone but not out of reach. It's the feeling that's key to actually making the goals come alive. Often we just set too many goals to achieve in too short a timespan. And that's why annual goal planning is such a great idea.

Think about where you want to be next year. What are the things you would love to make happen? Or bring into your life? How do you want to change as a person? Where do you want to give back? Notice if your brain tells you that you can't. Instead focus on what brings you excitement, joy and peace. Think, what if I could?

Fill in your 2024 goals on the next pages



My 90-Day Goals: January - March

Now you have goals set for the entire year, you can then prioritise and block the goals into 90 day segments. Cutting the goals into four blocks makes their manifestation so much more likely to happen. By writing them down you'll feel more inspired and you'll be able to measure your progress too.

Categories	What's my #1 goal in each of these categories?	How motivated am I to achieve it? What support do I need?	How am I going to celebrate? What's my reward?
Intellectual			
Physical			
Emotional			
Spiritual			

My 90-Day Goals: April - June

Now you have goals set for the entire year, you can then prioritise and block the goals into 90 day segments. Cutting the goals into four blocks makes their manifestation so much more likely to happen. By writing them down you'll feel more inspired and you'll be able to measure your progress too.

Categories	What's my #1 goal in each of these categories?	How motivated am I to achieve it? What support do I need?	How am I going to celebrate? What's my reward?
Intellectual			
Physical			
Emotional			
Spiritual			

My 90-Day Goals: July - September

Now you have goals set for the entire year, you can then prioritise and block the goals into 90 day segments. Cutting the goals into four blocks makes their manifestation so much more likely to happen. By writing them down you'll feel more inspired and you'll be able to measure your progress too.

Categories	What's my #1 goal in each of these categories?	How motivated am I to achieve it? What support do I need?	How am I going to celebrate? What's my reward?
Intellectual			
Physical			
Emotional			
Spiritual			

My 90-Day Goals: October - December

Now you have goals set for the entire year, you can then prioritise and block the goals into 90 day segments. Cutting the goals into four blocks makes their manifestation so much more likely to happen. By writing them down you'll feel more inspired and you'll be able to measure your progress too.

Categories	What's my #1 goal in each of these categories?	How motivated am I to achieve it? What support do I need?	How am I going to celebrate? What's my reward?
Intellectual			
Physical			
Emotional			
Spiritual			

Exploring My Values & Cultivating the Best Version of Me:

Understanding your values is not only an exercise in self-awareness, it's a crucial step in ensuring every decision you make is intentional with what matters to you. Whilst there are hundreds of values to explore, see if you can find your top 5 below. You might want to select more and then filter down. Feel free to add your own if there is a word not written below.

Abundance	Eagerness	Insightfulness	Resilience
Achievement	Ease	Inspiration	Respect
Adventure	Education	Integrity	Responsibility
Agility	Efficiency	Intellect	Sacredness
Altruism	Elegance	Intuition	Security
Appreciation	Empathy	Joy	Self-reliance
Awareness	Encouragement	Kindness	Self-respect
Awe	Energy	Knowledge	Service
Balance	Enjoyment	Leadership	Sharing
Being the best	Enthusiasm	Learning	Significance
Belonging	Environmentalism	Logic	Simplicity
Bravery	Excellence	Love	Sincerity
Calmness	Experience	Loyalty	Spirit
Capability	Expertise	Making a difference	Spirituality
Care	Fairness	Mastery	Spontaneity
Certainty	Fitness	Meaning	Stability
Challenge	Flexibility	Mindfulness	Status
Change	Flow	Motivation	Stillness
Charity	Focus	Nature	Strength
Clarity	Freedom	Neatness	Success
Commitment	Friendliness	Openness	Support
Community	Fun	Optimism	Synergy
Compassion	Grace	Originality	Teaching
Concentration	Gratitude	Outdoors	Teamwork
Confidence	Growth	Patience	Thoughtfulness
Connection	Guidance	Passion	Tranquility
Consciousness	Happiness	Peace	Trust
Conservation	Harmony	Perfection	Truth
Consistency	Health	Persuasiveness	Understanding
Courage	Heart	Philanthropy	Uniqueness
Creativity	Honesty	Playfulness	Unity
Credibility	Hopefulness	Practicality	Variety
Curiosity	Humility	Pragmatism	Vision
Daring	Humour	Presence	Vitality
Determination	Imagination	Proactivity	Warm-heartedness
Direction	Independence	Professionalism	Willingness
Discipline	Individuality	Recognition	Winning
Discovery	Influence	Reliability	Wisdom

My Top 5 Values are:

Write these on a post-it note and have it near to your laptop so you can continually remind yourself of what really matters to you.

Goals for the Month Ahead

Take a moment to write down your goals for the month ahead based on The Four Energies.



"An hour of planning can save you 10 hours of doing"
- Dale Carnegie

Month: _____

Goal One

Goal Two

Goal Three

Intellectual:
Career; Hobbies, Recreation
& Fun

Physical:
Health & Wellbeing;
Environment

Emotional:
Relationships;
Community &
Contribution

Spiritual:
Spiritual Purpose &
Practices; Leadership
Development

Monthly Masterclass Prep

A photograph of Sheryl Sandberg, wearing a colorful patterned top and a red lanyard, holding a white envelope with 'WIA' printed on it. She is smiling and talking to another person whose profile is partially visible on the right side of the frame. The background is a blurred indoor setting.

"True Leadership stems from individuality that is honestly and sometimes imperfectly expressed... Leaders should strive for authenticity over perfection."

- Sheryl Sandberg



