

THE ENERGY MAP™

Frame 3: Energy | Chapter 5

The Energy Map gives leaders a language for the most contagious force in any organization: their own emotional state. Every leader operates within four energy zones — consciously or not. Masters move between them by choice.

From the Book

Artan knows his pattern. Under stress, he goes Reactive. He takes one breath. Visible. Audible. Lets his shoulders drop. 'I just received difficult news,' he says slowly, voice deliberately lower than his natural register. 'Give me 60 seconds to read this fully.' The room watches as he re-reads the email. That pause — chosen, not frozen — gives everyone permission to settle. They watch their leader receive a blow and not shatter.

THE FOUR QUADRANTS

REACTIVE

Destructive High Energy

Scattered • Volatile • Agitated

Creates chaos, triggers defensiveness. Urgency without direction.

CATALYTIC

Productive High Energy

Focused • Driven • Energized

Inspires action, accelerates decisions, builds momentum.

WITHDRAWN

Destructive Low Energy

Defeated • Passive • Depleted

Drains motivation, signals defeat, invites passivity.

STRATEGIC

Productive Low Energy

Grounded • Reflective • Calm

Enables listening, invites honesty, supports complex thinking.

THE EARTHQUAKE DRILL™ — STATE RESET

If REACTIVE → STRATEGIC

- Three deep exhales
- Name it: 'This happened. I need 60 seconds.'
- Ask ONE clarifying question

If WITHDRAWN → CATALYTIC

- Stand up, shift posture physically
- Name one thing you can control
- Take one immediate action

Emotional contagion is faster than rational processing. Your team doesn't decide to mirror your anxiety or calm. They absorb it.

— Motion Leadership, Chapter 5