

THE RESILIENT LEADER

PROVEN STRATEGIES TO SUSTAIN
ENERGY & NAVIGATE CHALLENGES

by Josh Allan Dykstra



A man with glasses and a beard is shown from the chest up, leaning over a piano. He is wearing a dark jacket and has his eyes closed, appearing to be deeply focused on playing. The lighting is dramatic, with strong highlights on his face and hands, and deep shadows elsewhere. The background is dark and textured, suggesting an indoor setting like a studio or a practice room.

ENERGY IS CRUCIAL FOR
**RESILIENCE, GREATNESS,
& ENJOYMENT**



Objectives

- **Reclaim your energy and influence** even when everything's changing around you
- **Learn a powerful energy-based language** to build faster and better collaboration
- **Get simple tools to supercharge resilience**, reduce friction, boost flow, and energize everyday work



Our Journey

1. **Stories & Stats** — learn the science and research behind an energy-based approach to work
2. **Energizer Discovery** — identify your top go-to energizing activities at work
3. **Breakout Activities** — how to use this approach to stay resilient, reduce conflicts, and stay energized





When were you at your best at work?

+ 3 words that describe how you felt

**Org wants you
at your best?**



**Org wants you
at your best?**

**Value creation
for org?**

**Org wants you
at your best?**

**Value creation
for org?**

**Aren't you
more resilient?**

**Org wants you
at your best?**

**Value creation
for org?**

**Aren't you
more resilient?**

**Last asked
this question?**





90 ←→ 350

PUT IN CHAT WINDOW:
UP / DOWN / SAME



A dark, abandoned classroom with rows of wooden desks and a large white number 2900 overlaid in the center. The room has large windows on the left, a doorway in the background, and various papers and posters on the walls.

2900





YOUR TRUE “AREAS FOR
DEVELOPMENT” ARE YOUR
STRENGTHS



Strengths @ Work

Strengths-based development helps workgroups realize up to:

+29%

INCREASED
PROFIT

+19%

INCREASED
SALES

-72%

LOWER
ATTRITION

+7%

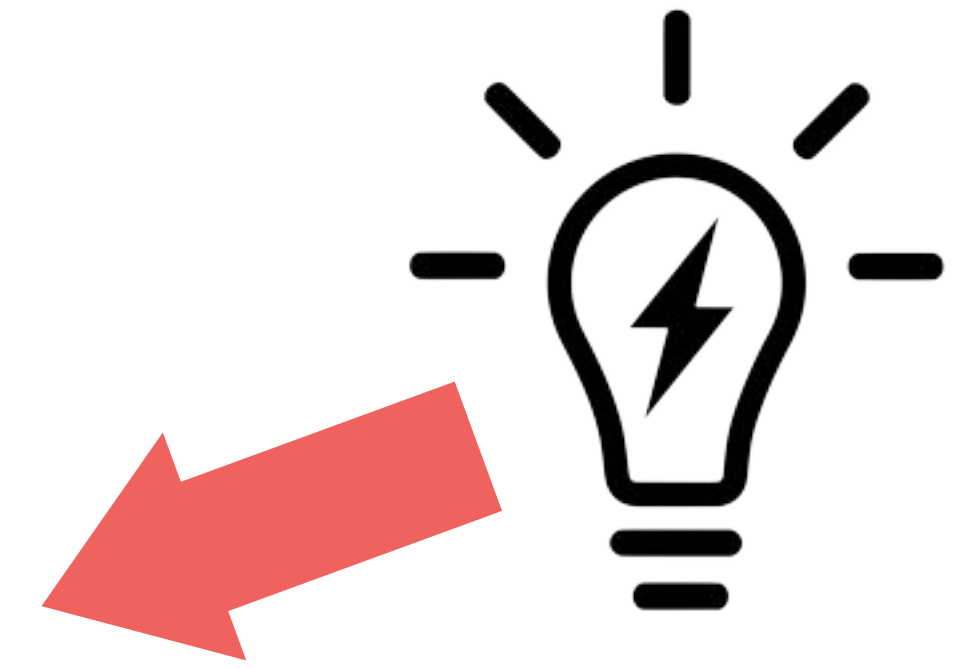
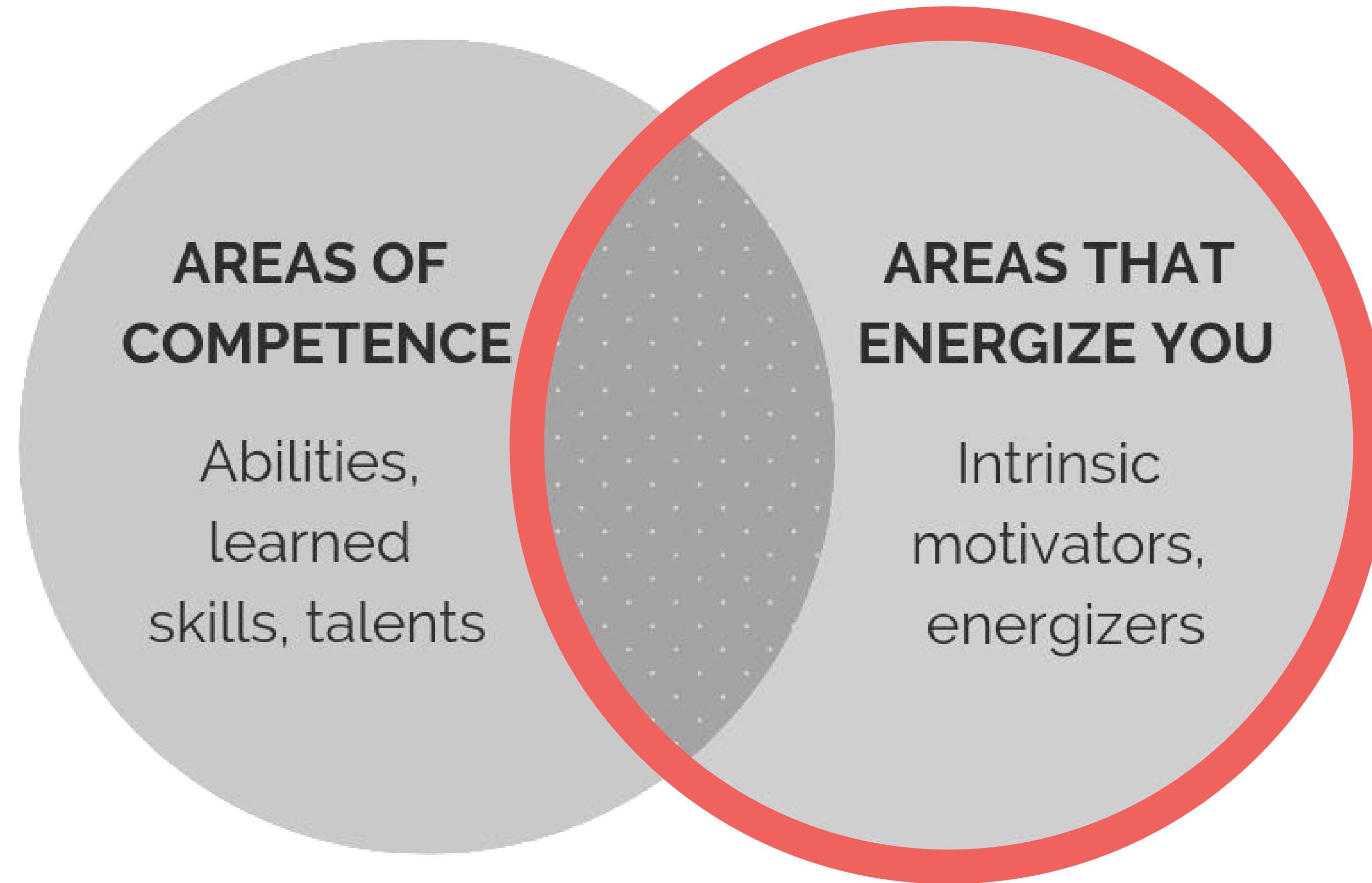
CUSTOMER
ENGAGEMENT

Gallup 2019



How do you define 'strength'?





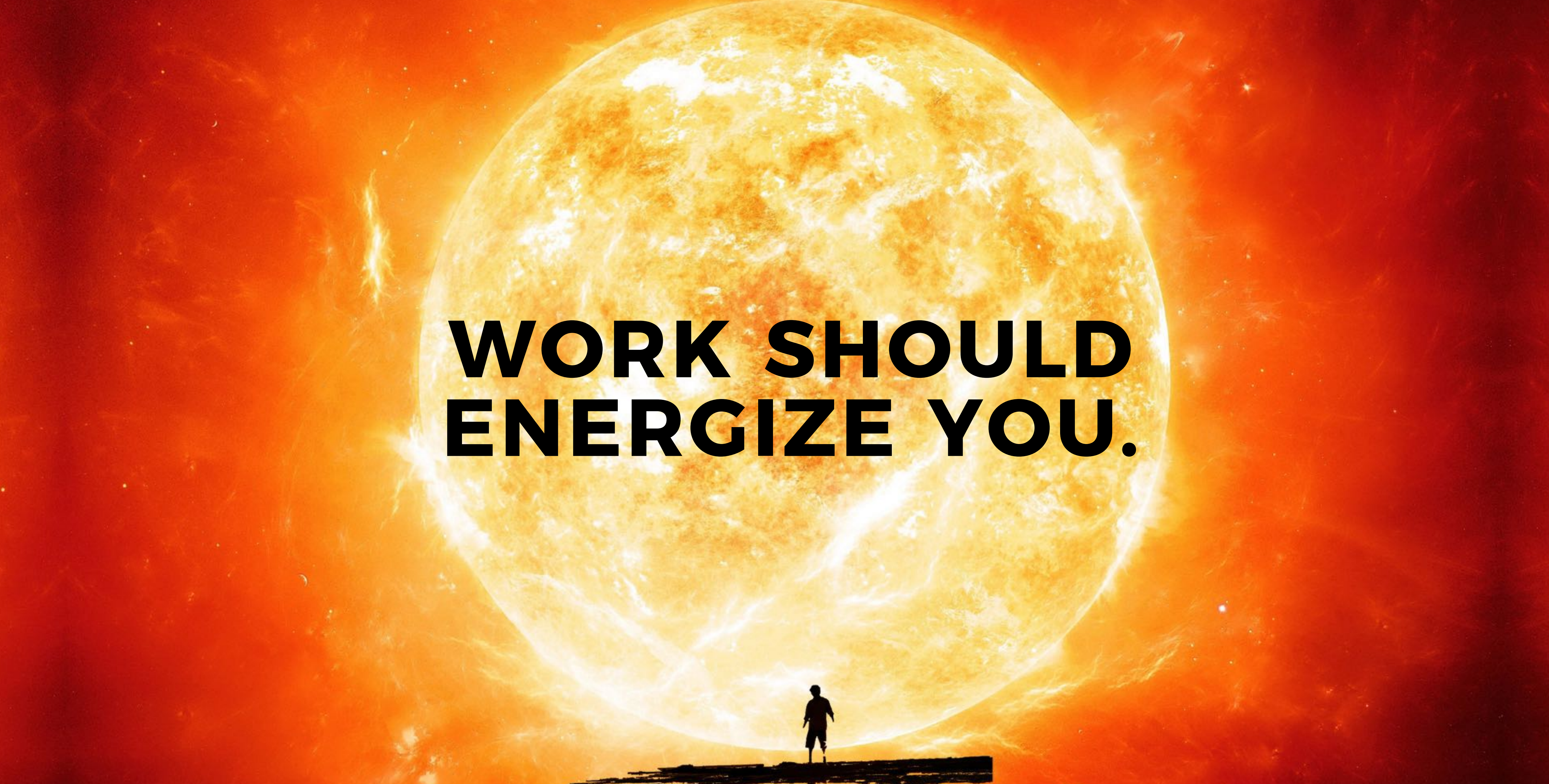
On average, leaders report being

5X

**more productive when at their
BEST in a zone of flow**

McKinsey
& Company





**WORK SHOULD
ENERGIZE YOU.**



Energy @ Work

The energy-based approach helps workgroups on average realize:

-16%

REDUCTION
IN BURNOUT

+22%

PSYCHOLOGICAL
SAFETY

+29%

ENERGY &
PRODUCTIVITY

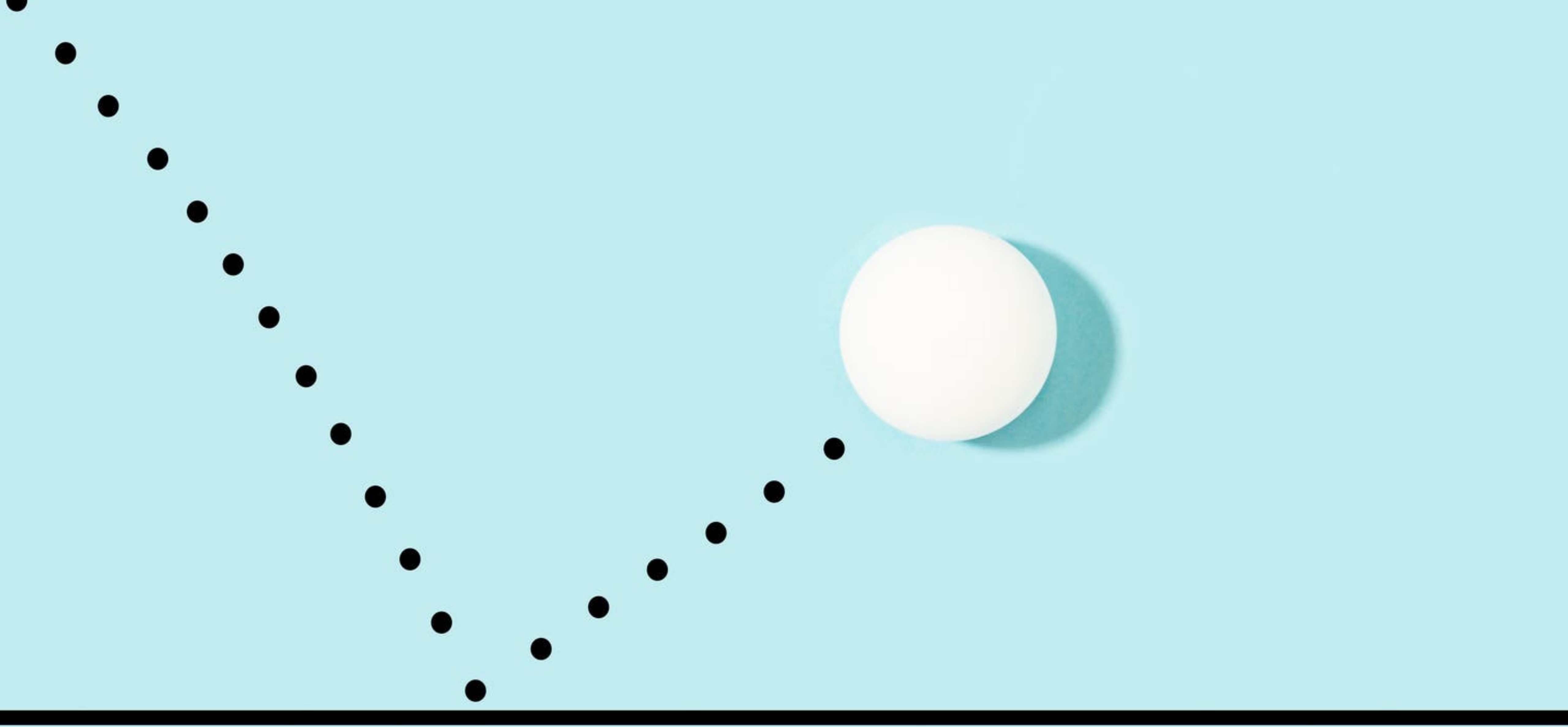
#lovework 2023



RESILIENCE

PUT IN CHAT WINDOW





Recap So Far

- Your true development areas are strengths
- Find where “good at” overlaps “energized”
- Believe work should energize you
- Forward resilience requires ENERGY



Q & A



A group of four diverse office workers (two men and two women) are high-fiving in a modern office setting. They are all smiling and looking at each other, conveying a sense of teamwork and achievement. The background shows office desks with computer monitors and a bright, airy environment.

WHAT ARE ENERGIZERS?

















ENERGIZER DISCOVERY



SELECT TOP 1

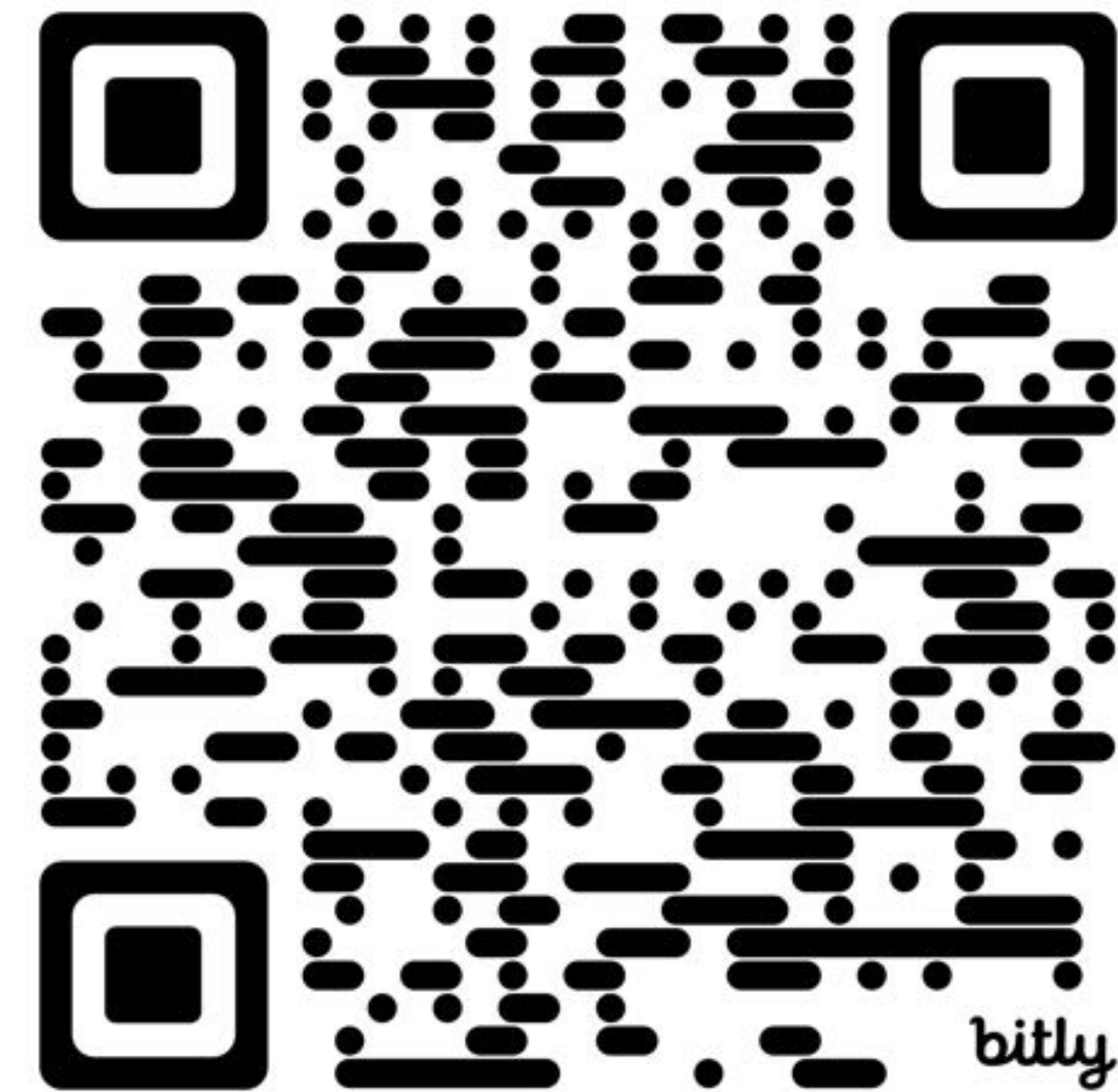


**WORKSHEET
NEEDED!**

1. TIP: Go TOP 10 to TOP 5 to TOP 3 and then...

2. CHOOSE 1 you want to focus on today!

NOTE: *If any are confusing, put your question in chat window!*



ENERGIZER SHARE

- 1. Explain your Top Energizer to your breakout group – describe how it “shows up” at work**
- 2. Bonus Points for connecting your Top Energizer to your “At Your Best” story from earlier!*





Goal #1

- **KNOW** your energizers, and use them **MORE** throughout your workday to boost **RESILIENCE & PRODUCTIVITY**





CHOOSE 1 OVERDRIVE



**WORKSHEET
NEEDED!**







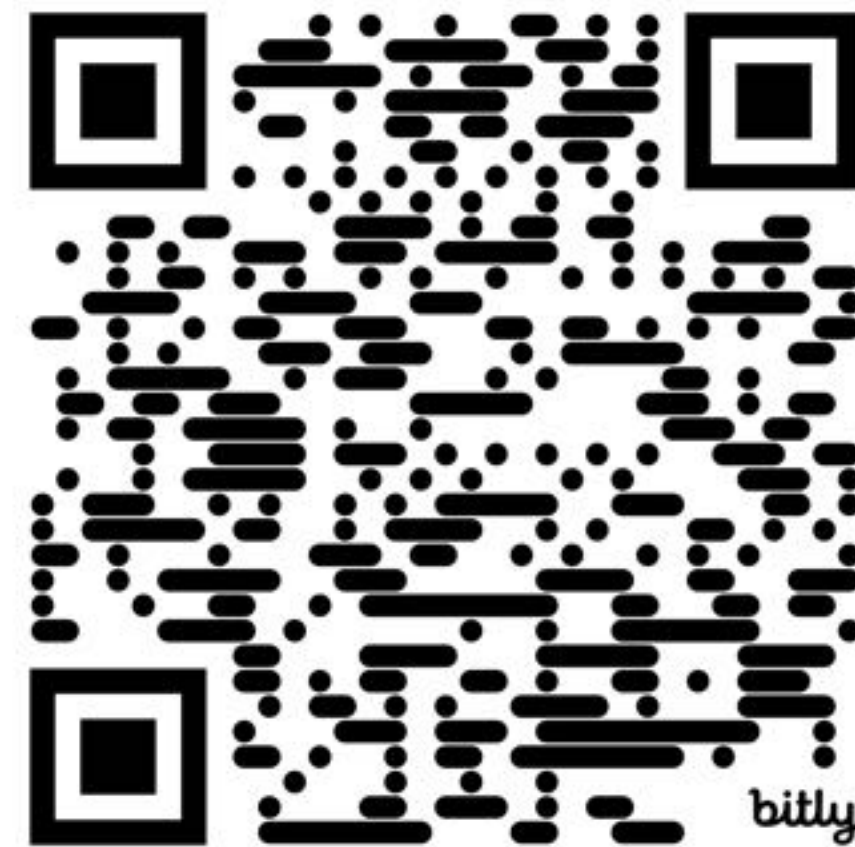
**WORKSHEET
NEEDED!**

②

CONSEQUENCES

③

TRIGGERS



④

BALANCE

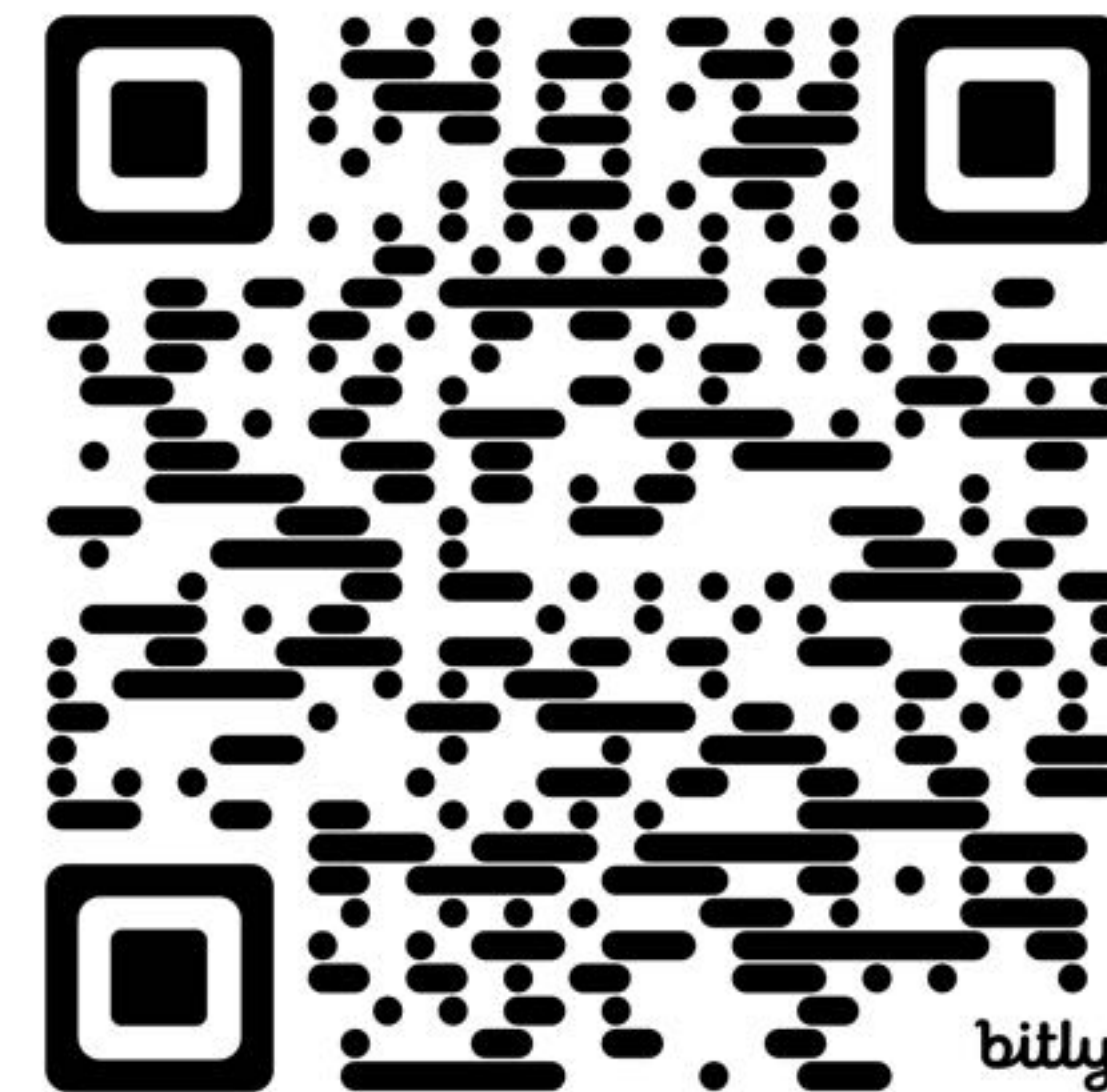


SPEED COACHING



**WORKSHEET
NEEDED!**

- 1. “Peer coach” a partner through the worksheet (i.e. ask THEM the questions)**
- 2. 5 minutes for each person**
- 3. Use this worksheet to help you know how to balance**





Goal #2

- Learn to MANAGE your overdrive states; they are *your* responsibility and they impact your EFFECTIVENESS







ENERGY VAMPIRES







ME



WE



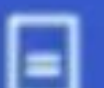




Jill Jones
Vice President

Actions

 Phone  Email  Team

 Summary
 Overview
 Academic
 Contact
 Personal



41	Gehört zum Nachlass ausländisches Vermögen?	
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A photograph of three business professionals in an office setting, appearing stressed. A woman on the left with dark curly hair is resting her head on her hand while looking at a laptop. A woman in the center with blonde hair is also resting her head on her hand, looking down. A man on the right is covering his face with his hand. The background shows office shelves and a window. The text 'DEALING WITH DRAINERS' is overlaid in large white letters.

DEALING WITH DRAINERS



DRAINERS



Stop It

**Fix The
Process**

**Outsource
It**

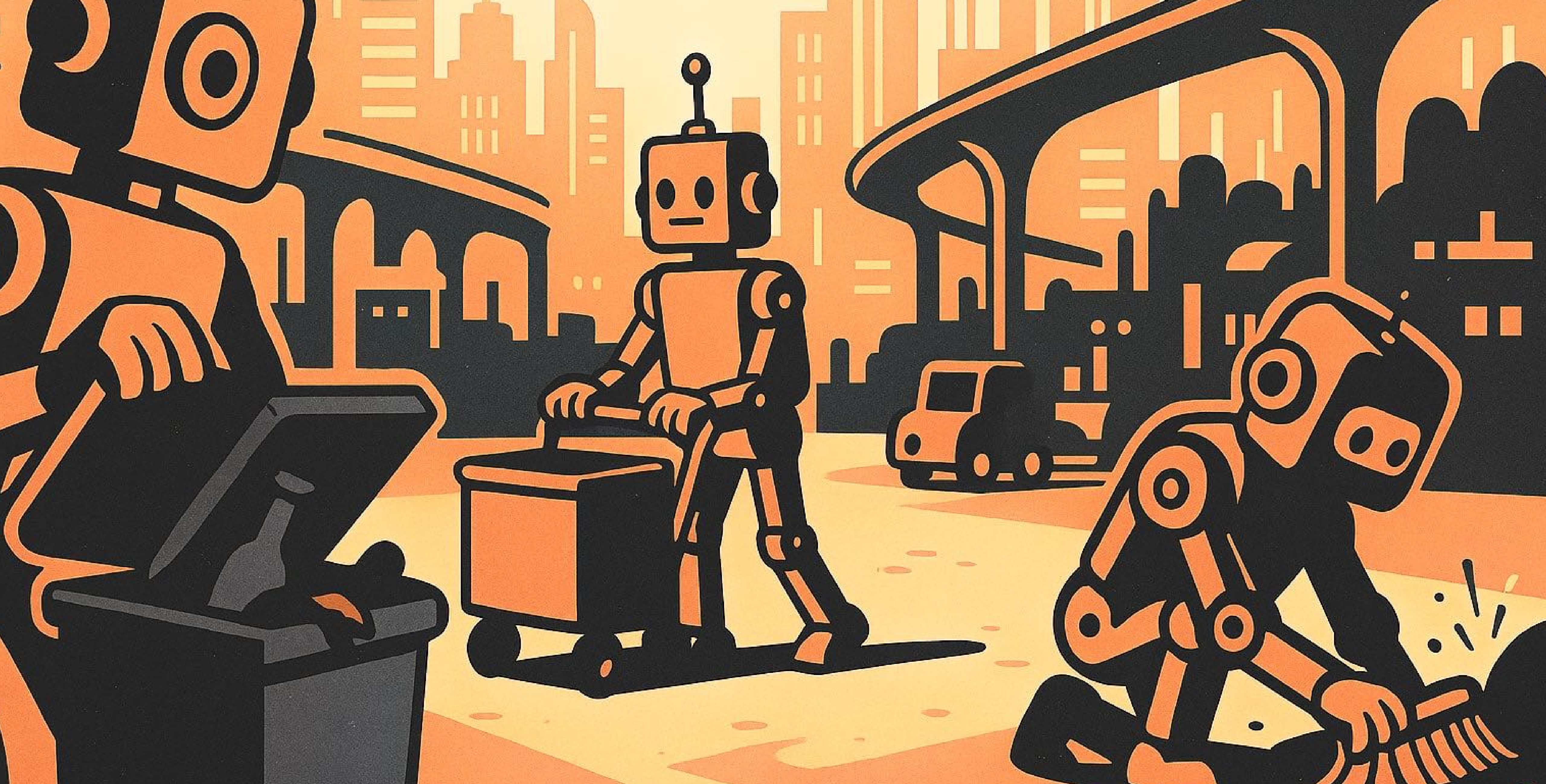


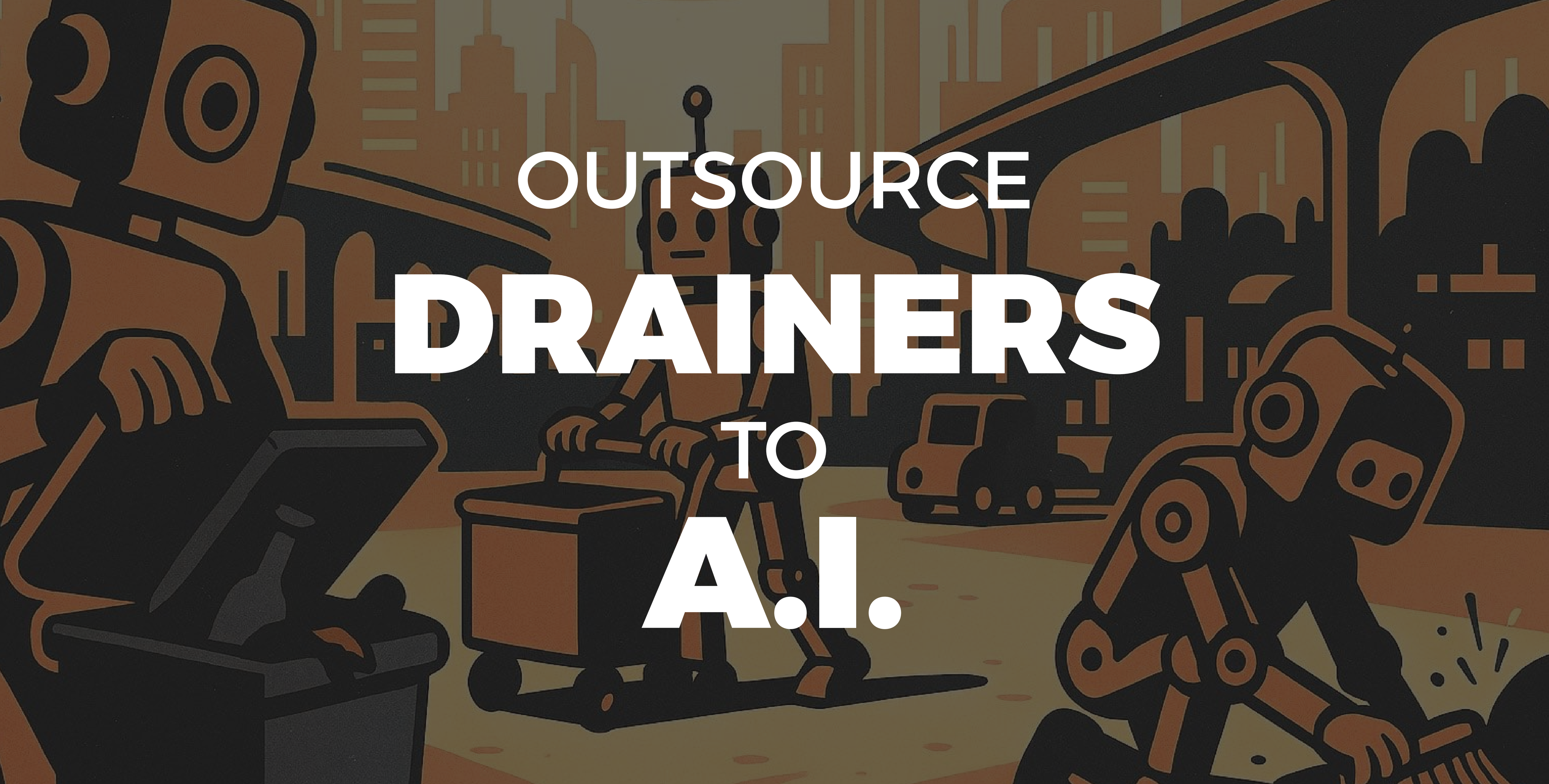
**Re-
Frame It**

**Learn
About It**

Own It







OUTSOURCE DRAINERS TO A.I.





Goal #3

- Devote time to addressing and fixing **DRAINERS**; these things constantly deplete your ability to be **RESILIENT**!



1

**DO MORE
OF WHAT
ENERGIZES
YOU**



2

**DISRUPT
YOUR
AREAS OF
OVERDRIVE**



3

**DELEGATE
DRAINERS
TO OTHERS
OR A.I.**

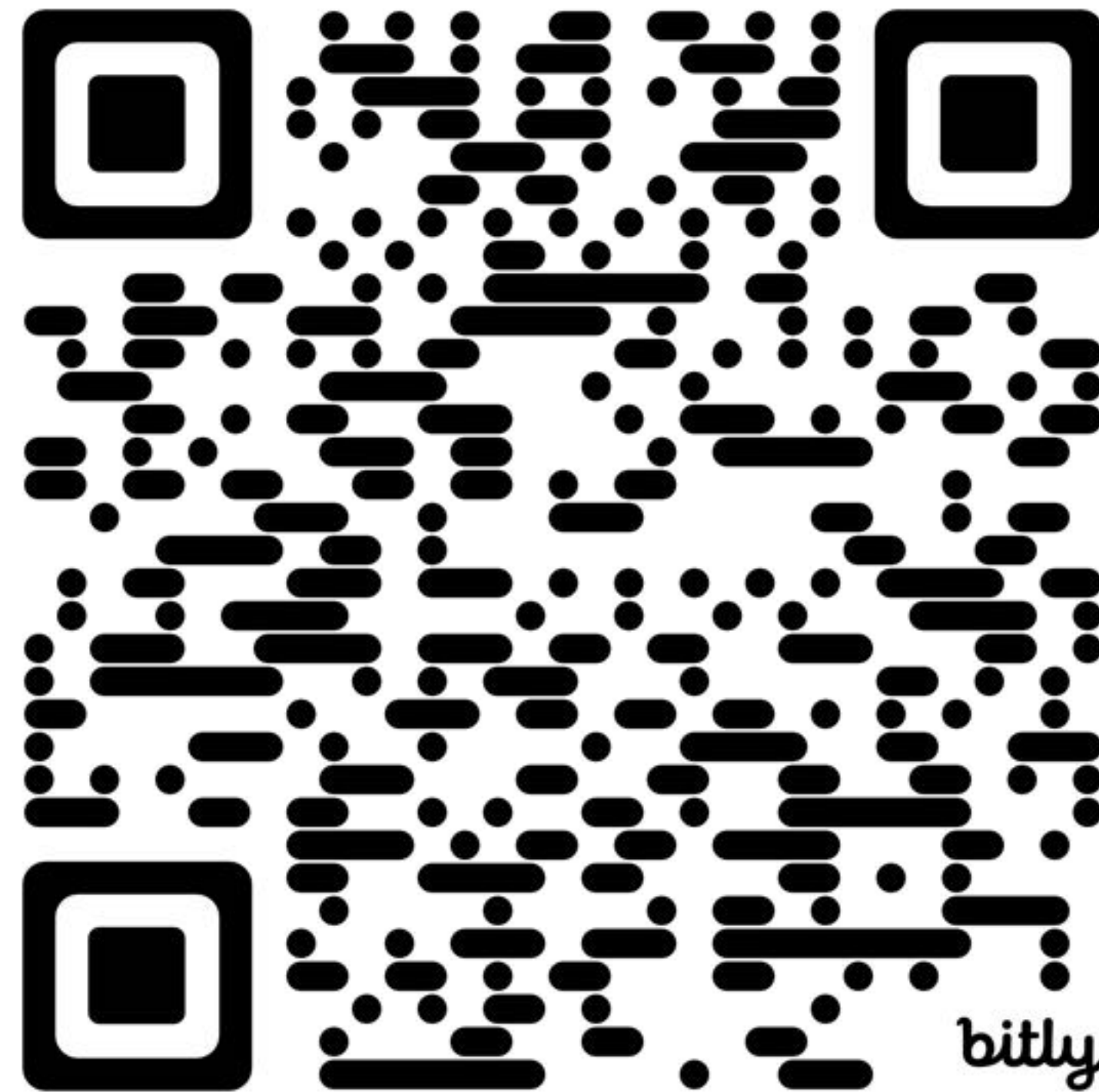


What to do next...

1. Use the 3 D's on yourself — practice Doing More Energizers, Disrupting Overdrive, & Delegating Drainers to increase your resilience and effectiveness
2. Bring these ideas to your team/colleagues/leader — this approach works better when it's used as an operating system, not a "training"



DOWNLOAD
FREE
WORKSHEETS
& PPT DECK

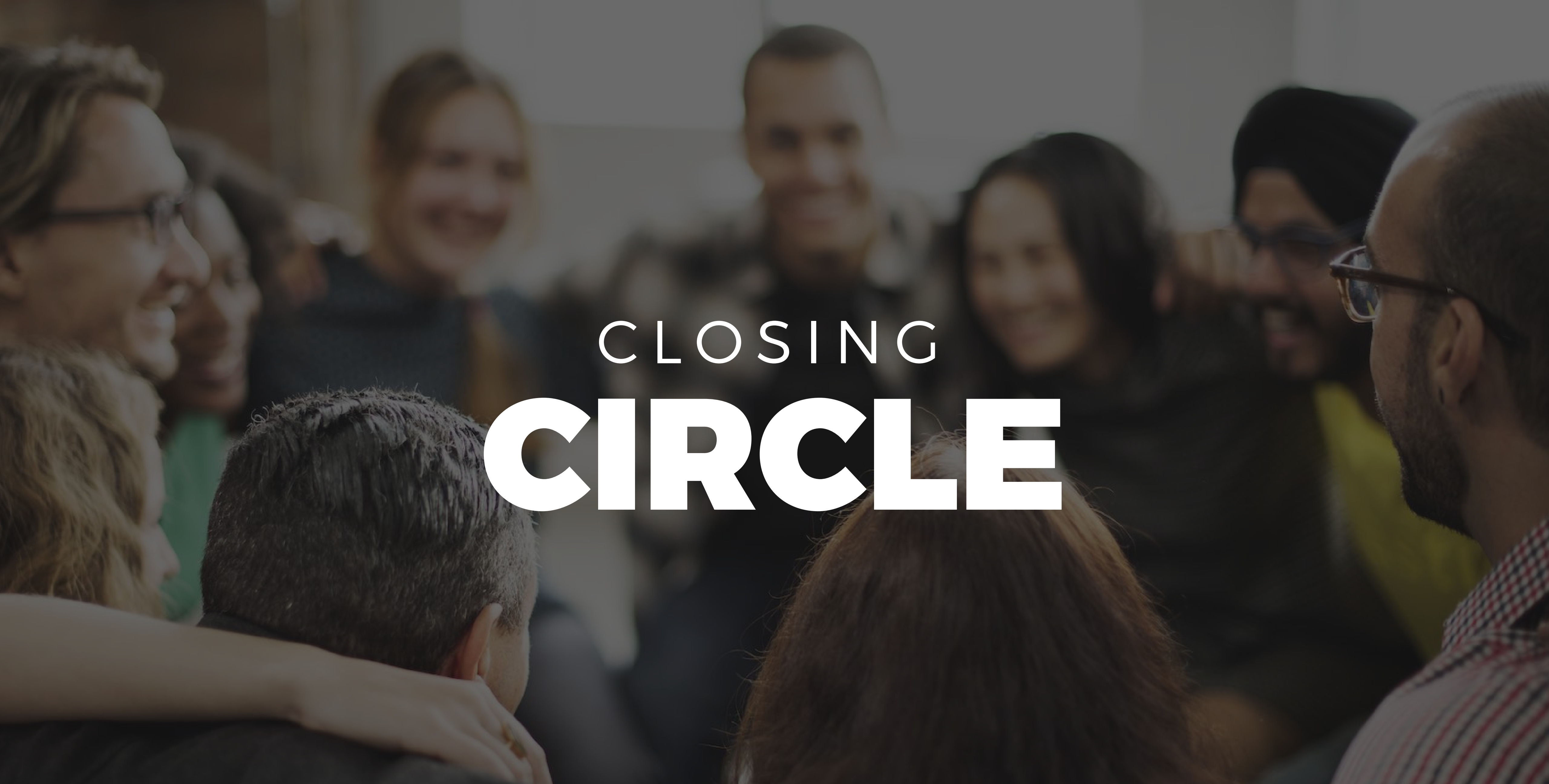


GET A
FREE
COACHING
SESSION



joshallan.com/ims25





CLOSING **CIRCLE**





Josh Allan Dykstra

[JOSH@JOSHALLAN.COM](mailto:josh@joshallan.com)

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