

Evaluating Your Team and Organisation's Energy: Energy Mapping

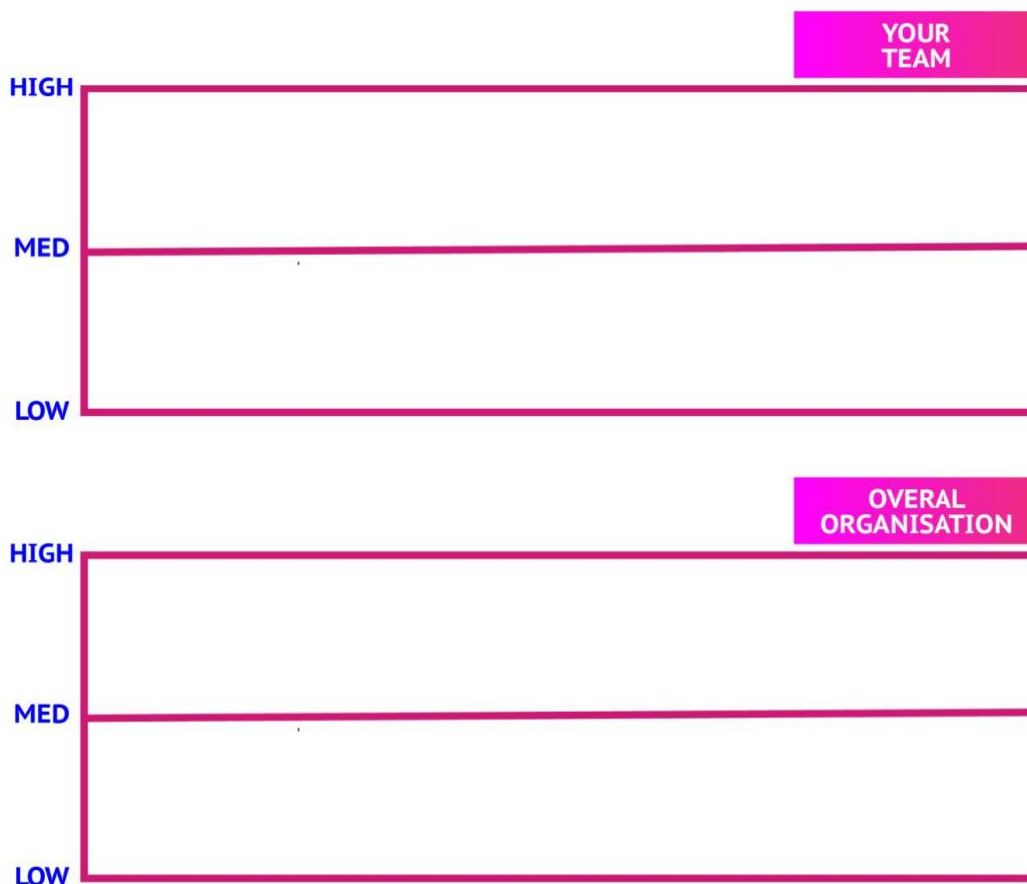
You will remember from doing energy mapping for yourself that energy is a proxy for resilience so tracking energy is a way of tracking resilience. Your individual energy tracker will have looked something like the diagram below. Now you get the chance to do this for your team, and for the overall organisation.

TEAM ACTIVITY

We recommend doing this with your team. Ensure that each person does their own mapping individually (so is not influenced by the others in the team), then you put the charts on the wall and discuss & compare.

Map your team and organisation's energies over the last significant time period in your workplace. This is normally the last 18 months to 2 years but can be shorter if it would lead to more insight. Once you are analysing the energy map, you'll spot what some of the key resilience contributors are for both your own team, and for the organisation. Jot these down within the tool.

On following graph, draw the energy of 2 parts of your organisation across the last 18 months - 2 years: your own team's energy, plus that of the overall organisation as you have experienced it. Although they are different, energy and resilience following the same highs and lows. Jot down any of specific triggers that you're aware of. What are the implications for your resilience?



Now that you have mapped the energy of both the team and organisation, identify the top 3 factors that contribute to the resilience of each part.

TOP 3 RESILIENCE CONTRIBUTORS TEAM	TOP 3 RESILIENCE CONTRIBUTORS ORGANISATION
<i>Example:</i> My own personal resilience. The relationship the teams has to your boss. The team's alignment around a common purpose.	<i>Example:</i> The organisation's purpose. The strong understanding of the detailed needs of the local service users. The CEO's resilience.
1.	1.
2.	2.
3.	3.