

THE SEVEN LEVELS OF PERSONAL, GROUP AND ORGANIZATIONAL EFFECTIVENESS

7	SYNCHRONICITY love, harmony	Working from a true understanding that what is within creates what is outside; focus on creating a positive experience for all; the ability to see the gift and possibility in anything. The realm of “magical coincidence.”
6	INNOVATION objectivity, openness	The ability to set aside ego, personal agendas and perceived restrictions and explore possibilities from all angles; questing for, seeking, and focusing on the most effective solution to the problem or goal.
5	ENGAGEMENT motivation, tolerance	The desire to bring value, to be a contributor; basic enjoyment of the enterprise; focus on assets and strengths rather than limitations and detriments.
4	COURAGE bravery, resolution	The willingness to take a stand against previously held negative or disempowering beliefs and actions, trusting in the possibility of a positive future (often despite current evidence that a positive future is not likely or predictable).
3	FRUSTRATION anger, egotism	The focus on fighting and jockeying for position against (not with) others; the feeling that the external world (both people and circumstances) must be resisted.
2	FEAR anxiety, craving	The belief that one must protect against almost certain loss, attack or disappointment.
1	HOPELESSNESS shame, dispiritedness	The fundamental inability to see or work towards a positive future.



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POINTS TO REMEMBER

- **Certain circumstances, people, unconscious thoughts** and more can have us drop into a lower level - and then there are **the people, places, events, and thoughts** that can serve to lift us up. What are those for you?
- **Actions taken, and life lived from these lower levels tend to be energy & life draining + not sustainable**
- **We are not static** - we move in and out of these states, however there may be states we tend to frequent or spend more time in, than others. Where do you want to be?
- **The further up the ladder and above the line we move, the more we can hold space for, and access the wisdom of, the levels beneath;** every level has information - we just don't want to set up camp or move from that level.
- **We cannot expect ourselves to simply move from states of fear, or hopelessness into innovation or synchronicity.** Sometimes it takes moving through all the states to get there. We may need a bit of anger and frustration to generate energy, but then once addressed, take courageous action so you can tip above the line.



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QUESTIONS TO ASK:

HOPELESSNESS

What IS actually Hopeless?
What do you want to give up on?
What are you sure won't work?

FEAR

What are you afraid of?
What is the worst that could happen?
What's risky here?

FRUSTRATION

What makes you mad?
What is irritating?
What is frustrating?

COURAGE

What could you try?
What might be possible?
What risk could you take?

ENGAGEMENT

What would excite you?
What would keep you in the game?
What's the contribution you want to make?

INNOVATION

What's the bigger picture/stake?
What's an out of the box possibility?
Where can you let go of your personal agenda?

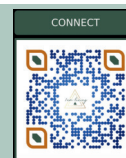
SYNCHRONICITY

What is perfect about this?
What is brilliant or magical about this?
What would you love to do??



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