



## ELI MILESTONE ASSESSMENT MASTERCLASS

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# ELI Milestone Debrief Script

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## Parts of a Milestone Assessment Debrief

The milestone assessment debrief script is broken into six parts:

- **Part 1** describes the structure for the milestone debrief and explores what the client wants to get out of this particular debrief session. This is important to make sure we address any expectations the client may have.
- **Part 2** provides a refresher on the ELI assessment and what it measures as well as an explanation of how this session differs from the first debrief.
- **Part 3** includes a review of energy and the Energetic Self-Perception Chart.
- **Part 4** briefly reminds the client that their responses are based on their current level of consciousness today—not where they were before.
- **Part 5** begins by exploring the client's current results and comparing them to prior results. This is where they understand their EP, ESR, ARL, and energetic makeup as it stands now, as well as how it has changed since their previous debrief. This is the longest part of the debrief.
- **Part 6** continues to create awareness by allowing the client to reflect on any new insights, connections, or possible areas for development. The client also draws conclusions on how their new awareness shifted their energy from where they started to where they are today. Here, there is an opportunity for celebration as well as visioning for future development from here. This section also provides you with a valuable opportunity to talk about how a new engagement might support them in achieving their new goals. This section often builds buy-in for reinvesting in coaching.



# Milestone Assessment Debrief Script

## Part 1: Introduction & structure of the milestone assessment debrief

Today we'll be spending about an hour reviewing the results of your Milestone Energy Leadership Index® assessment and comparing it to your former results. A milestone is a marker that shows the distance between where you were in the past and where you are now so that you can determine how you would like to proceed in the future. By comparing your milestone results to your previous results, this milestone assessment can help to show your own energetic development over the course of our coaching together.

Much like our previous ELI assessment debrief, this isn't going to be a typical coaching session. It is a debrief of your milestone assessment results. We'll review the assessment in general, look at your scores, compare and contrast them with your results from your previous assessment, discuss potential developmental areas, and answer any questions you might have.

Let's begin with a few questions:

- 1. What were you hoping to see in your assessment results this time?**
- 2. Why is that important to you?**
- 3. What would you like to get from this milestone debrief?**

## Part 2: Overview of the milestone assessment

**Coach's note:** If this is the client's third (or more) milestone assessment debrief, you can skip to Part 5 of the debrief script, as you've previously reviewed Parts 2–4 with them in the past and they will be familiar with the content.

Before we look at your results, let's review the assessment itself. Since you've already taken this assessment before, this will serve as a brief refresher to help us better understand your results.

**1. The assessment's purpose:** As individuals, we view the world through a set of filters.

If you're wearing blue-colored glasses, the world looks blue. If you're wearing green-colored glasses, the world looks green. We all have these filters, and they are based on all our life experiences and the influences of people and the world around us. They form the basis of our belief system and the way we view and approach situations. In many instances, our filters help achieve success. In other aspects, they can be limiting or create tension. These filters shape the way we "show up." They affect our reactions and responses to situations and people in all aspects of life.

The Energy Leadership Index® assessment reveals the specific filters you've developed and how they are influencing your life. It also uncovers the thinking and perceptions that might be creating stress or holding you back from achieving your goals. After all, the ability to achieve success, happiness, and purpose happens when we are able to recognize and release internal challenges and blocks.

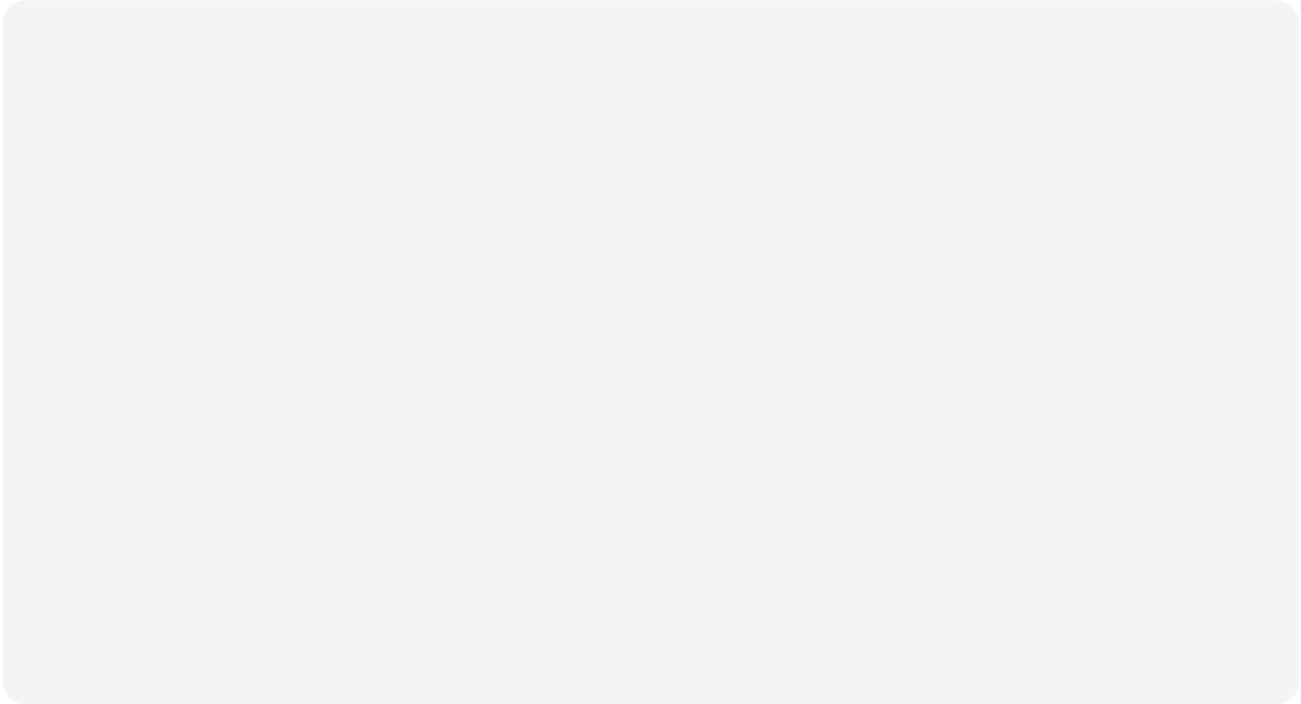
**2. What the assessment measures:** The assessment measures two main elements:

- Your Energetic Profile, which is your typical energy on a good day, and
- Your Energetic Stress Reaction, which is your reaction to a stressor. This is important because recognizing your reaction to stressors is the first step toward reducing the level of stress you experience.

Both of these are indicators of your current potential to motivate and inspire yourself and others, to understand how you engage in life, and to understand your awareness of who you are and what life is about. This is important because as people become more conscious and engaged, the fewer judgments they make, which causes their stress levels to decrease. Instead of judging things as good or bad, they are better able to approach situations in ways that raise their levels of productivity, satisfaction, and fulfillment.

### 3. Check-In: questions & client observations

**What questions do you have so far?**



## Part 3: Understanding energy

As we discussed in your last debrief, it's important to note what we mean by energy. In order to understand your Energetic Profile and your Energetic Stress Reaction.

**1. Two types of energy.** You may recall there are two types of energy described in your report.

Let's start with Catabolic Energy. What do you remember about it? (*Get a few thoughts and Acknowledge them.*) Catabolic Energy is a destructive, "tearing down" force. It's often associated with stress. When someone perceives a situation as being stressful, the brain creates catabolic hormones like adrenaline and cortisol. The purpose of these hormones is to break down the body's cells and tissues and provide energy to push through stress. While people can work well under stress and experience short-term success, the long-term impact can be draining and can impact levels of fulfillment and satisfaction. When people experience stress, it is difficult to look past the stressor and see the bigger picture of the situation and the choices that could be available to them.

Let's talk about Anabolic Energy. What do you remember about it? (*Get a few thoughts and Acknowledge them.*) Anabolic Energy is a constructive, "building up" force. It's associated with less stress. This happens because when the brain isn't under stress, it tells the body to release anabolic hormones that are designed to optimize systems. As a result, it is easier to focus on solutions, tap into creativity, and experience a more complete and conscious view of situations. The less judgment and fear people have about themselves and situations, the more Anabolic Energy they can access.

Neither type of energy is positive or negative, good or bad. They both serve a powerful and important purpose. The key is to know if you are experiencing them by choice because it serves you... or by default, because it's what you're used to.

**2. Energetic Self-Perception Chart.** Let's turn to page 4 in your report and quickly review the two types of energy—and the 7 different ways you can choose to show up energetically—in The Energetic Self-Perception Chart.

The Energetic Self-Perception Chart is powerful because it takes something as intangible as "perception" and makes it concrete by showing us the 7 Levels of Energy. As you may recall, the chart has 7 Levels with 1 being in the center and 7 being at the top. Levels 1 and 2 are mostly catabolic and associated with high levels of judgment, fear, and stress. Levels 3-7 are anabolic. The less stress you bring to a situation, the higher you are on the scale. Think of it as a continuum where Level 1 is the lowest level of consciousness and Level 7 is the highest level of consciousness.

You will also notice three columns listed... The Core Thought... Core Emotion... Action/Result. Every emotion and thought you experience can be associated with one of these Levels, as can the behaviors connected to those emotions and thoughts. For example: If you look at a situation through the Level 2 lens of conflict, you may feel anger, resentment, or frustration. When looking through a Level 2 lens, your thoughts and emotions are based on the perception that conflict exists, which might lead to an argument, resistance, or getting things done by force, all characteristics of Level 2 Energy.

All 7 Levels of Energy are present in everyone in different combinations. Everyone has a mix of different energies, and the different Levels show up in different situations. It can be helpful to return to the Energetic Self-Perception Chart and The 7 Levels of Energy to remind yourself of how the different energies show up in yourself and in others.

#### Part 4: Perception and responses

As we've previously discussed, your level of consciousness is determined by how you read, interpreted, and understood each statement in the assessment. Your particular blend of the Energy Levels is normal for you, so remember there are no right or wrong answers. **As you were reading the report, what did you notice about your reactions to it? What stood out to you while you were taking the assessment this time?**

#### Part 5: The client's results

Let's take a look at your results. Please turn to page 10 in your current report and look at the charts representing your Energetic Profile and your Energetic Stress Reaction. This will look familiar! Your Energetic Profile is on the top chart, and your Energetic Stress Reaction is on the bottom chart. The blue bars represent the amount of energy you have at each Level. As we review the charts, remember that everyone's Energetic Profile is normal for them. It's based on your level of consciousness and your past experiences. It's a representation of what currently is, not a prediction of what will be—or what was!

**1. Energetic Profile:** The top chart is your Energetic Profile. Your Energetic Profile is your overall energetic makeup—your unique combination of the 7 Levels of Energy, which creates your typical viewpoints, perceptions, and beliefs about life. Your Energetic Profile determines how you approach life when things are going well for you.

As you read the report, you had an opportunity to review the 7 Levels of Energy. **According to the top chart, which two Levels have the longest bars?**

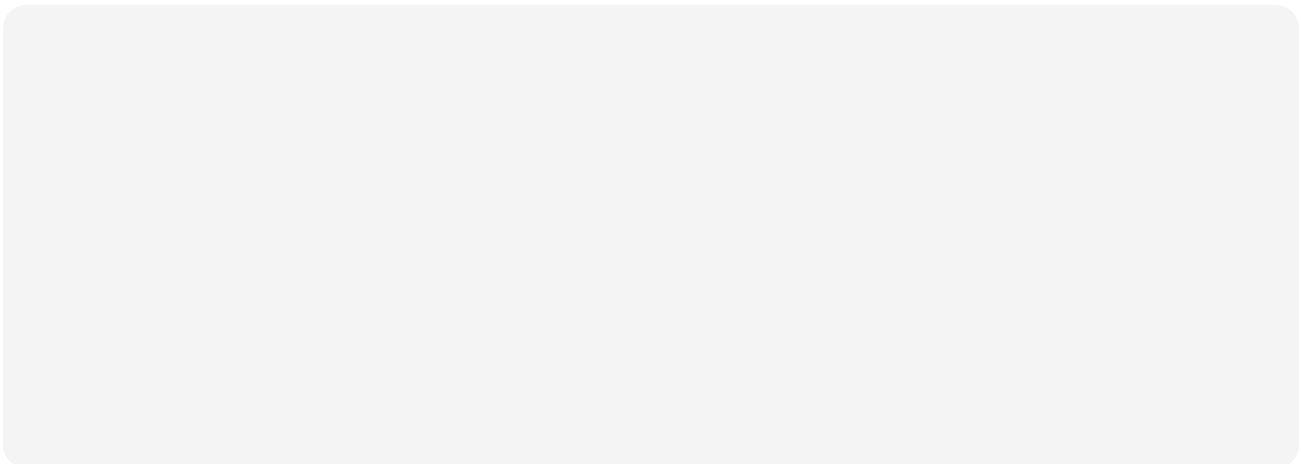
**Optional coach's note:** Based on what you know about their primary and secondary Energy Levels in their EP, you can briefly describe how the client might approach situations when not under stress. Avoid saying that a Level is "primary" or "secondary" as the client may label themselves. Do not share the energy interplay statement with clients, as it may not resonate with them. This information is for the coach only. However, when you encounter a stressor, your Energetic Stress Reaction is triggered. That means you leave the top chart and approach the situation through the lenses of the bottom chart.

**2. Energetic Stress Reaction:** As you know, the bottom chart is your Energetic Stress Reaction. Your Energetic Stress Reaction is the most typical way that you respond when you experience stress. It drives how you react to stressful situations. The amount of time you spend in your Energetic Stress Reaction depends on factors such as the intensity of the stressor, your previous experiences, and your behavioral tendencies.

**Optional coach's note:** Based on what you know about their default and secondary Energy Levels in their ESR, you can briefly describe how the client might approach situations that are stressful to them. Remember not to share the energy interplay statement with clients, as it may not resonate with them. This information is for the coach only.

Remember, the stress reaction can show up internally (in your thoughts) and/or externally (in your behaviors). Once you perceive that the stress has been released, you return to the top chart and continue forward through that lens.

**Before we begin to discuss your profile, what are your first impressions of these two charts, and the differences between them?**



**3. Your Average Resonating Level (ARL) of Energy** is found at the bottom of the page. It represents the average of all your Energy Levels under normal conditions AND in reaction to stressful circumstances. As we discussed in your last debrief, studies prove that higher Average Resonating Levels of Energy are associated with higher levels of satisfaction in all areas of life.

Now let's open up your last ELI report and take a look at how things may have changed.

**When you look at the two reports, what do you notice?**

**What, if anything, surprised you?**

We'll spend some time talking about these changes as we go through each Level. Now let's talk about your current energetic makeup, starting with Level 1.

### **Coach's Note:**

- When describing each Energy Level, try to paint a picture of what each one looks like for the client by paraphrasing information from the client's answer key (longest bars) and the satisfaction survey on your coach's report. For example: If the client's longest bar for Level 1 is on the assessment item that says "I avoid making decisions when I'm not sure of what to do, you might explain Level 1 to the client by saying, "People experiencing Level 1 Energy may avoid making a decision or taking action when they don't know what to do."
- Areas of low satisfaction on the Satisfaction Survey might be situations where the client experiences Catabolic Energy. For example, if the client rated their level of satisfaction in their leadership ability as "very dissatisfied," and they have a high amount of Level 1 Energy in their Energetic Stress Reaction, you might say, "People experiencing Level 1 Energy might think they're not good enough to be a leader, or that leadership opportunities just pass them by."
- When in the lower Levels of Energy, depersonalize the Catabolic Energy by saying "**Individuals** experiencing Level 1 may avoid making a decision..." When in the higher Levels of Energy, attribute the Anabolic Energy to them. For example, "**You** are a natural entrepreneur and see nothing as a problem, only an opportunity."

**LEVEL 1: Your Energetic Profile contains \_\_\_\_% and your Energetic Stress Reaction contains \_\_\_\_% of this energy.**

**Basic Description:** Level 1 is the lowest Level of Catabolic Energy. Level 1 is often described as a “victim” perspective because the perception is that the situation is outside the individual’s circle of influence and control. This could also create self-criticism or doubt in their own abilities. Level 1 is considered the “I lose” perspective.

**Coach’s Note:** Remember to include a few paraphrases of the client’s “long bars” from the Level 1 response page to make this information relevant to the client. You can also use areas of low satisfaction on the Satisfaction Survey.

It’s important to remember that every Level has both advantages and disadvantages.

**Advantage(s):** Level 1 is not negative or bad energy. It serves a purpose. Level 1 can protect us from experiencing uncomfortable situations or assuming responsibility for negative life events. It can also draw sympathy and support from others.

**Disadvantage(s):** Unfortunately, avoidance and disengagement can impact levels of satisfaction and fulfillment. It can prevent people from taking action and engaging in life.

**Question:**

**What are some circumstances in which you currently experience Level 1 Energy?**

Now, let’s take a look at how things may have shifted since your last debrief.

**Previously, your Energetic Profile had \_\_\_\_%, and your Energetic Stress Reaction had \_\_\_\_% of this energy.**

**Coach Note:** Consider sharing the rate of change percentage to illustrate the impact of the energy shift they may have experienced in both the Energetic Profile and Energetic Stress Reaction. You can calculate this percentage by using the spreadsheet in the Hub.

**Questions:**

**What comes up for you as you compare your past and current Level 1 results?**

**What might have contributed to this change in Level 1 Energy?**

**What would be the benefit of changing your amount of Level 1 Energy moving forward?**

**LEVEL 2: Your Energetic Profile contains \_\_\_\_% and your Energetic Stress Reaction contains \_\_\_\_% of this energy.**

**Basic Description:** Level 2 is catabolic and is characterized by conflict. From a Level 2 perspective, everything tends to be viewed as black or white, right or wrong, good or bad. At Level 2, people typically come from a win/lose frame of reference—"I win, so therefore, you must lose."

**Coach's Note:** Remember to include a few paraphrases of the client's "long bars" from the Level 2 response page to make this information relevant to the client. You can also use areas of low satisfaction on the Satisfaction Survey.

**Advantage(s):** Level 2 Energy enables people to get a lot done. This is why people often say they work well under stress. While people can accomplish much by force, success can come at a cost.

**Disadvantage(s):** Since motivation is forced, the results from Level 2 are not sustainable and can eventually impair motivation, levels of satisfaction, and the productivity of others. The use of force, fear, intimidation, and coercion are short-term strategies that have long-term impacts.

**Question:**

**What are some circumstances in which you currently experience Level 2 Energy?**

Let's take a look at how things may have changed with your Level 2 results.

**Previously, your Energetic Profile had \_\_\_\_%, and your Energetic Stress Reaction had \_\_\_\_% of this energy.**

**Coach Note:** Consider sharing the rate of change percentage to illustrate the impact of the energy shift they may have experienced in both the Energetic Profile and Energetic Stress Reaction. You can calculate this percentage by using the spreadsheet in the Hub.

**Questions:**

**What comes up for you as you compare your past and current Level 2 results?**

**What might have contributed to this change in Level 2 Energy?**

**What would be the benefit to you or others of changing your amount of Level 2 Energy?**

**LEVEL 3: Your Energetic Profile contains \_\_\_\_% and your Energetic Stress Reaction contains \_\_\_\_% of this energy.**

**Basic Description:** Level 3 is an interesting Level because it is a mixed bag of both Catabolic and Anabolic Energies. This Level is more anabolic than catabolic so it's really the entry point to the Anabolic Energy Levels. The focus at this Level is on winning and achieving the desired results. When something happens that is perceived as negative or stressful, a Level 3 perspective allows people to release the negativity and keep focused on the desired outcome. The intention of Level 3 is "I win, and hopefully, you win too," but either way, "I win" is the primary goal.

**Coach's Note:** Remember to include a few paraphrases of the client's "long bars" from the Level 3 response page to make this information relevant to the client.

**Advantage(s):** At Level 3, people are able to move past any judgment or negativity so they can remain focused on making positive movements toward the goal/desired outcome.

**Disadvantage(s):** Since Level 3 allows people to move past negativity at the moment, it doesn't address the actual Level 1 or Level 2 Energy under the surface. As a result, there could be a tendency to tolerate or settle for "good enough." In the pursuit of finding solutions to move forward, underlying issues may go unaddressed.

**Question:**

**What are some circumstances in which you currently experience Level 3 Energy?**

Now let's review your former Level 3 results.

**Previously, your Energetic Profile had \_\_\_\_%, and your Energetic Stress Reaction had \_\_\_\_% of this energy.**

**Coach Note:** Consider sharing the rate of change percentage to illustrate the impact of the energy shift they may have experienced in both the Energetic Profile and Energetic Stress Reaction. You can calculate this percentage by using the spreadsheet in the Hub.

**Questions:**

**What comes up for you as you compare your past and current Level 3 results?**

**What might have contributed to this change in Level 3 Energy?**

**What would be the benefit to you or others of changing your amount of Level 3 Energy?**

**What else do you notice about your Level 3 reaction while under stress and not under stress?**

**LEVEL 4: Your Energetic Profile contains \_\_\_\_% and your Energetic Stress Reaction contains \_\_\_\_% of this energy.**

**Basic Description:** This energy is moderately anabolic, and its Core Thought is a concern for others. It is the Level of caring, giving, supporting, and helping. Level 4 Energy looks and feels selfless since the focus of these actions is on others winning and succeeding. The Level 4 perspective is "You win."

**Coach's Note:** Remember to include a few paraphrases of the client's "long bars" from the Level 4 response page to make this information relevant to the client.

**Advantage(s):** At Level 4, people really do care about helping and serving others. As a result, it feels great to be a support and make a difference.

**Disadvantage(s):** Without establishing healthy boundaries, the tendency of Level 4 Energy is to place everyone's needs ahead of your own or get pulled into other people's drama. This could result in taking on too much and dropping into Catabolic Energy Levels because of feeling overwhelmed (Level 1) or frustrated (Level 2) if things are out of balance.

**Question:**

**What are some circumstances in which you currently experience Level 4 Energy?**

Let's take a look at how things may have shifted in your Level 4 results.

**Previously, your Energetic Profile had \_\_\_\_%, and your Energetic Stress Reaction had \_\_\_\_% of this energy.**

**Coach Note:** Consider sharing the rate of change percentage to illustrate the impact of the energy shift they may have experienced in both the Energetic Profile and Energetic Stress Reaction. You can calculate this percentage by using the spreadsheet in the Hub.

**Questions:**

**What comes up for you as you compare your past and current Level 4 results?**

**What might have contributed to this change in Level 4 Energy?**

**What would be the benefit to you or others of changing your amount of Level 4 Energy?**

**What else do you notice about your Level 4 reaction while under stress and not under stress?**

**LEVEL 5: Your Energetic Profile contains \_\_\_\_% and your Energetic Stress Reaction contains \_\_\_\_% of this energy.**

**Basic Description:** This moderate to high Anabolic Energy is found in the greatest leaders in all walks of life. When you experience Level 5 Energy, you no longer perceive situations and people as good or bad, right or wrong. As a result, there is a sense of peace and confidence because every situation and/or outcome is viewed as an opportunity to learn something that can help you adjust course and move forward. Level 5 is considered the “win-win” perspective or “We all win or no one wins.”

**Coach’s Note:** Remember to include a few paraphrases of the client’s “long bars” from the Level 5 response page to make this information relevant to the client.

**Advantage(s):** At Level 5, people are able to generate ideas and see opportunities and purpose in every situation. Since the focus is on learning from the situation, they don’t take things personally.

**Disadvantage(s):** At Level 5, people can see so many opportunities that they might overthink things and experience “paralysis by analysis.” They might be disengaged from their emotions because they are focusing on analyzing situations. Sometimes, a high level of optimism can cause people to take too many risks.

**Question:**

**What are some circumstances in which you currently experience Level 5 Energy?**

Let’s take a look at how things may have changed in your Level 5 results.

**Previously, your Energetic Profile had \_\_\_\_%, and your Energetic Stress Reaction had \_\_\_\_% of this energy.**

**Coach Note:** Consider sharing the rate of change percentage to illustrate the impact of the energy shift they may have experienced in both the Energetic Profile and Energetic Stress Reaction. You can calculate this percentage by using the spreadsheet in the Hub.

**Questions:**

**What comes up for you as you compare your past and current Level 5 results?**

**What might have contributed to this change in Level 5 Energy?**

**What else do you notice about your Level 5 reaction while under stress and not under stress?**

**What would be the benefit of increasing or decreasing your Level 5 Energy?**

**LEVEL 6: Your Energetic Profile contains \_\_\_\_% and your Energetic Stress Reaction contains \_\_\_\_% of this energy.**

**Basic Description:** Level 6 Energy is highly anabolic. When someone accesses their Level 6 lens, they approach situations with openness. As a result, there is a strong connection to everyone and everything as they see everyone else as a part of themselves. The Core Thought is synthesis as the perception is one where everyone's gifts and talents come together as a unified whole. The Core Emotion is joy and the action/result is wisdom. Since judgment is no longer present, the concept of "separation" melts away at this Level. This leads to a "We always win" perspective.

**Coach's Note:** Remember to include a few paraphrases of the client's "long bars" from the Level 6 response page to make this information relevant to the client. You can also use areas of high satisfaction on the Satisfaction Survey.

**Advantage(s):** At Level 6, people are intuitive, empathetic, and have the ability to feel and connect without judgment. As a result, there is a sense of joy and satisfaction.

**Disadvantage(s):** At Level 6, people might not appear to be grounded, and could be seen as out of touch or aloof. They may be high-risk-takers, acting on intuitive impulse without balancing their intuition with logic and emotion.

**Question:**

**What are some circumstances in which you currently experience Level 6 Energy?**

Let's take a look at how things may have shifted in your Level 6 results.

**Previously, your Energetic Profile had \_\_\_\_%, and your Energetic Stress Reaction had \_\_\_\_% of this energy.**

**Coach Note:** Consider sharing the rate of change percentage to illustrate the impact of the energy shift they may have experienced in both the Energetic Profile and Energetic Stress Reaction. You can calculate this percentage by using the spreadsheet in the Hub.

**Questions:**

**What comes up for you as you compare your past and current Level 6 results?**

**What might have contributed to this change in Level 6 Energy?**

**What else do you notice about your Level 6 reaction while under stress and not under stress?**

**What would be the benefit to you of increasing your Level 6 Energy moving forward?**

**LEVEL 7: Your Energetic Profile contains \_\_\_\_% and your Energetic Stress Reaction contains \_\_\_\_% of this energy.**

**Basic Description:** This is the highest Level of Anabolic Energy. This is the Level of creation. This Level is characterized by completely objective thinking, nonjudgment, fearlessness, and Unconditional Love. No human resonates completely here, but with practice, everyone can learn to access it. At this Level, we are tapped into an intelligence of the highest order and create the world as we choose because “winning and losing is an illusion.”

**Coach’s Note:** Remember to include a few paraphrases of the client’s “long bars” from the Level 7 response page to make this information relevant to the client. You can also use areas of high satisfaction on the Satisfaction Survey.

**Advantage(s):** At Level 7, people have the ability to connect with their “inner genius” and co-create their life experiences. They are connected to an intelligence of the highest order.

**Disadvantage(s):** If any, there is less emotional drama, as nothing is seen as real (which is why there are 6 other Levels). You can be perceived by others as being disconnected.

**Question:**

**What are some circumstances in which you currently experience Level 7 Energy?**

Let’s take a look at the changes in your Level 7 results.

**Previously, your Energetic Profile had \_\_\_\_%, and your Energetic Stress Reaction had \_\_\_\_% of this energy.**

**Coach Note:** Consider sharing the rate of change percentage to illustrate the impact of the energy shift they may have experienced in both the Energetic Profile and Energetic Stress Reaction. You can calculate this percentage by using the spreadsheet in the Hub.

**Questions:**

**What comes up for you as you compare your past and current Level 7 results?**

**What might have contributed to this change in Level 7 Energy?**

**What else do you notice about your Level 7 reaction while under stress and not under stress?**

**What would be the benefit to you of increasing your Level 7 Energy moving forward?**

## Part 6: Observations, reflections, and next steps

**1. In looking at your report, I made some observations. Is it okay with you if I point them out?** *(Describe any patterns, trends, or significant observations you noticed while prepping for the debrief. Use your knowledge of energy interplay. Address the significant energetic shifts you can see from the previous assessment to the current milestone assessment.)*

**Coaches Note:** You can use the spreadsheet in the Hub to show the overall differences in the energetic shift by percentage. This will give the client a specific visual to see the differences between their energy shifts.

**As you listened to my observations, what stands out to you as notable or relevant?**

**Now that we've looked at each of the Energy Levels, what are you noticing?**

**2. Based on the ELI Milestone report and today's conversation, what did you learn about yourself?**

**3. As a result of this new insight, what do you see as being potential areas of growth and development for you moving forward?** *(If you continue to work with the client, you can use this information in coaching sessions to develop potential action plans using real issues that came from the debrief, especially answers about Level 1 & 2 Energy)*

**4. Take time to celebrate the energetic awareness the client has gained and how this awareness may have impacted their relationship with self, their relationships with others, and their overall experiences in the world.**

*Discuss potential next steps. Talk about potential next steps and how you might support them in the growth areas (i.e., coaching, programs, services, etc.)* **For example:** Now that you've seen the impact of your energy in the world and how you have the power to shift it, what goals would you like to focus on next? How can I support you with these goals? Describe the benefits of continued coaching, such as helping to overcome challenges and break the patterns that trigger their stress reaction in certain situations and options for support.

**5. Before we close today's session, what questions do you have for me?**

# Notes



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