



FUEL YOUR PASSION

Starting With Self: The Anchor of NPD Leadership

"When people connect who they are with what they love to do - the world of possibility opens up, and the meaning of life unfolds." - Tom Lant, RN. PhD, Founder of Spirit of CareGiving

YOUR CAREER JOURNEY

Often there are factors that lead up to why we chose a particular career path. Take a few minutes to reflect on the time you chose your career. When directed by the facilitator, pair up with your learning partner and discuss the following questions.

1. Why did you choose your career?
2. Who were people that most influenced this choice?
3. How did you think this career would benefit you?
4. Would you make this decision again?

DRAW A MAP OF YOUR CAREER JOURNEY

Is there a “Next Stop” (Future Position Possibility) you would like to add to this picture? If so, please add that as a part of your Vision for your career.

WHAT YOU KNOW ABOUT YOURSELF.

Think of strengths, opportunities, possible “blind spots”.

MBTI	
Predictive Index	
Emotional Intelligence	
360 Feedback or Peer Review	
Other	

Reflect on key take aways. Think about your **values, attitudes, knowledge, skills and behaviors**. Are there some “blind spots” that if you developed further or could learn that would bring you more satisfaction or joy?

1. Reflect on your Values. Make a note of those. What are your strengths that bring you joy in your life (personal and professional).
2. What are some attitudes, knowledge, skills and behaviors to explore and possibly develop that would bring you more joy and satisfaction?

POWER OF OUR THOUGHTS AND WORDS



Think about the words and language you use. Take a moment to document a few of the words or phrases you think you say.

Would others agree? Would they have a similar list?

ENERGY MANAGEMENT VS TIME MANAGEMENT

What do the terms “Energy Management” and “Time Management” mean to you?
Please note there are no right or wrong answers here, only what your thoughts are about the meaning of these terms.

Energy Management	Time Management

ACTIVITY: Think about how you navigate through a “typical” week. You have a few minutes to document how you spend your time.

1. Complete the table below by filling in the estimated time spent in each category during a “typical” week.
2. Add up the total hours and compare to actual hours in a week
3. Debrief with your Learning Partner.

Category	Typical Hours
Sleep	
Family/Friend Time	
Meal Prep	
Eating	
Volunteering	
Getting Ready	
Church/Spiritual	
Social Events	
Continuing Education/School	
Errands	
Housework (laundry, dishes, etc.)	
Recreation/Personal Hobbies	
Social media (TikTok, FB, Instagram, etc.)	
TV/Movies/Streaming services	
Kids’ Activities (soccer, baseball, dance, etc.)	
Working	
Total Hours	

Actual Hours in a week= 24 hrs x 7 days= 168

Time Management focuses on **quantity**: *How many hours do I have, and how do I fill them?* It treats every hour as if it has the same value.

Energy Management focuses on **quality**: *How much presence and vitality can I bring to this moment?* It recognizes that an hour when you are exhausted is vastly different from an hour when you are fully charged and focused.

Time is fixed. Energy is renewable.

1. What thoughts do you have about how you spend time?
2. What would you like to do more of?
3. What would you like to do less of?
4. What is your intention?
5. What steps can you take to get there?
Be specific, when will you take those steps?
How will you know if you are successful in this intention?
6. Is there someone you could ask to be your accountability partner and report your progress in achieving this intention/goal? Write their name below.

Accountability Partner _____

Contact date and time for check-in _____

FOUR TYPES OF ENERGY YOU MANAGE

1. Physical Energy (your fuel)- This is your foundation.

- Sleep, nutrition, hydration, movement
- Know when you are naturally alert vs tired
- Take breaks BEFORE you are exhausted
- Plan your scheduled activities for when your physical energy is good

POSITIVE Thinking link:

When your body is depleted, your mind automatically goes negative. Rested bodies think clearer, calmer thoughts.

2. Mental Energy (your focus)- This is about where your energy goes.

- Single-tasking instead of constant switching
- Limit mental clutter (too many notifications, decisions)
- Work in focused blocks of time, not an endless grind

POSITIVE Thinking link:

A scattered mind spirals. A focused mind feels capable and confident.

3. Emotional Energy (your mood and reactions)- This is the amount of emotional weight you are carrying.

- Let go of resentment, guilt, comparison
- Set boundaries with people and habits that drain you
- Take time to thoughtfully choose your responses instead of being reactive

POSITIVE Thinking link:

Positive thinking isn't fake optimism - it's emotional hygiene. When you clear out what drains you better thoughts can exist.

4. Spiritual/Values Energy (your “why”)-This is about meaning and purpose.

- Do work that aligns with your values
- Know “why” something matters to you
- Feel connected to something bigger than daily stress

POSITIVE Thinking Link:

When life has meaning, setbacks don't feel like failures - they are more easily reframed as temporary.

Actionable Energy Strategies

Dimension	NPD Context	Strategic Action
Physical	High cognitive load	Scheduled 5-minute "micro-breaks" between teaching sessions.
Emotional	Staff trauma/stress	Establish peer-mentoring circles for NPD colleagues.
Mental	Information fatigue	Prioritize "Deep Work" hours for research and development.
Spiritual	Loss of mission focus	Weekly reflection on one learner success story.

Passion as Educators- Beliefs Drive Actions

1. What are your beliefs around the value of your profession?
2. What drives Educational Quality?
3. What are the 5 top phrases, you think you say to others about your profession?
4. What are the 5 top phrases your trusted colleagues would say you say, about how you talk about your profession?

Returning to the Root

As Learning Professionals, you know the opportunity for personal and professional development never stops! The most effective people share a common pursuit: They continually learn and grow, developing their self-awareness, knowledge, skills, abilities and competencies. These things are typically changing. They build on their strengths and work on their growth opportunities.

Action Plan to Fuel Your Passion

Identify your Strengths as well as awareness around your Opportunities as it relates to Fueling your Passion and staying Energized. Create a plan that will enhance and balance your strengths.

STRENGTHS	OPPORTUNITIES

1. What does success look like to you?
2. What knowledge or skills will you need to achieve this?
3. Do you need to develop some skills? How will you do that?
4. What changes might you need to make in your environment to be successful?
5. Are there people who can support you in this?
6. Are there milestones to mark as you move forward to success?
7. What is your target date?