

Through a series of tutorials, videos, discussion groups, and knowledge checks, course participants are guided through the “Generate Energy and Trust” module. New-hires will learn about the concept of energy, and the seemingly small actions that enable energizers to engage and motivate the people around them.

Generate Energy

The positive energy and trust we create helps us maximize the impact we can have through our networks. Energizers are four times as likely to be high performers, and their success is infectious. They are not just cheerleaders or extroverts, but rather individuals who engage deeply with others and create purpose in their work.

Video: Energizers and de-energizers
Energizers generate enthusiasm among those in their network. On the other hand, de-energizers are the people that who drain the energy from a group.



They also learn about behaviors to build the two types of trust important to networks, competence- and benevolence-based trust.

Energizers act in ways that build two kinds of trust: competence- and benevolence-based



ENERGIZERS	+
ENERGIZING BEHAVIORS	+
DE-ENERGIZERS	+
DE-ENERGIZING BEHAVIORS	+
REFLECT	

Lesson 6 of 9

BEHAVIORS THAT BUILD TRUST

Lesson 7 of 9

KNOWLEDGE CHECK

Can you classify which behaviors represent energizers and which represent de-energizers?

To do this activity, drag and drop the cards in the right category:

Disagree in ways that focus attention on the issue, not the individual

Energizers

De-energizers

- Before moving on to Module 3:**
- 1 Complete the activities in the Action Plan. When you are done:
 - 2 Discuss with your peer connection from Module 1
 - 3 Meet with your Career Manager or Job Leader within **two weeks** of finishing this module, to share insights and ask for their feedback

Following an online knowledge check, participants then create an action plan and bring the ideas to life by discussing them with a partner they met in Module 1 and then their manager.