



Increasing Leadership Potential & Life Satisfaction with Core Energy Coaching™

Lynn Waldorf, Ph.D., CPC & Kim Atwill, Ph.D.

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Introduction

Core Energy Coaching™ is a methodology used by iPEC–certified professional coaches to influence and support constructive change in the perspectives, emotional reactions, and behaviors of leaders, workers, and whole organizations. It is based on the two-fold understanding that humans are, at the core, energetic beings and that the quality and amount of core energy a person experiences daily will determine their overall potential to achieve goals and experience fulfillment. This article presents research findings on how Core Energy Coaching™ impacts a person’s leadership potential and life satisfaction by helping them increase their average resonating level (ARL) of energy. The study is based on nine years of response data from the Energy Leadership™ Index assessment (ELI), developed by Bruce D Schneider, founder of iPEC, Master Certified Coach, and best-selling author.

Since its introduction in 2010, the ELI has become a well-regarded assessment for leaders. Over 85,000 people in 132 countries have completed the online self-rating survey while working with a Core Energy coach one-on-one or in a group. The ELI measures an individual’s level of consciousness, and higher consciousness is associated with increased potential in all areas of life. Increasing consciousness allows you greater capacity for achieving personal and professional goals, whether you are a leader at home, in your career, or in your community. The assessment does this by assessing the type and quality of a person’s energy, two factors that influence how people lead and take productive, sustainable action, as well as their level of engagement at work and their awareness about who they are and what they believe life is all about. In 2018, Forbes Magazine’s Coaches Council included it in a list of assessments highly recommended for executives as a measure of self-awareness.¹

Prior iPEC research studies of the ELI have shown that higher levels of energy and consciousness are associated with success in life, including success in finances, relationships, career achievement, and more.^{2,3} A 2018 study based on 29,717 coaching clients who took the ELI between 2013–2017 explored the relationship between a person’s average resonating level of core energy, or ARL, and achievement of personal success and life satisfaction.⁴ The findings showed that an increase in ARL is a reliable predictor of improvements in 14 factors associated with life satisfaction. Another study built on this research by demonstrating the significant and positive relationship between a person’s ARL, their perceived effectiveness as a business leader, and their level of satisfaction at work.⁵

¹Forbes Coaches Council. (May 21, 2018). 11 Assessments Every Executive Should Take. Downloaded on August 15, 2022. <https://www.forbes.com/sites/forbescoachescouncil/2018/05/01/11-assessments-every-executive-should-take/?sh=7c04f5a7a51e>. ²Zajonc Corporation (2014). Replication Study: Factor Revealed for Determining Success in Work and Life. K. Barrington & J. Park. ³iPEC (2017). Core Energy Coaching™ Increases Work Satisfaction in Education. [Unpublished paper]. L. Waldorf & R. Thalmann. ⁴iPEC. (2018a). Your Core Energy Determines Your Life Potential. L. Waldorf. ⁵iPEC (2018b). The Effects of Core Energy on Leadership Competencies: Energy Leadership Index 360 Study. L. Waldorf.

Another 2018 study provided evidence of the positive effect of increasing one's ARL and being promoted, experiencing more financial success, and improving one's sense of satisfaction.⁶ In a related article, former iPEC president and executive coach Luke Iorio described the impact of a leader's energetic makeup on engagement at work, performance, and profitability. Articles containing the results of these studies are available through an iPEC-trained Core Energy coach.

The current study utilizes global response data collected from coaching clients who completed the ELI at least twice between 2013 and 2021. The breadth of data allowed for a longitudinal investigation of the impact on a client's ARL when they continue to work with a Core Energy Coach over time. The study also looks at how working with a coach impacts a client's level of satisfaction—both directly and indirectly—in specific aspects of their work and personal life.

Core Energy

Core Energy draws from six dimensions of human experience: spiritual, mental, emotional, physical, social, and environmental—each of which supports or obstructs the flow of energy coursing through our bodies and minds at any given moment. In Schneider's model, two key energy aspects influence our ability to progress toward our goals: anabolic and catabolic. Anabolic Energy is positive, constructive, and creative; it works for a person. Conversely, Catabolic Energy is resistant, draining, and destructive; it works against a person.

The key to achieving high performance and personal wellbeing is learning to release constrictive, Catabolic Energy while increasing the flow of expansive, healing Anabolic Energy. By generating more Anabolic Energy, a person can experience more forgiveness, compassion, peace, joy, and passion. As your consciousness increases, you become aware of more opportunities and can access greater acceptance, collaboration, synergy, creativity, and deep wisdom.

The Core Energy model illustrated in Schneider's book, *Energy Leadership: The 7 Level Framework for Mastery In Life and Business*,⁷ provides a tiered framework for understanding how core energy is integrated into life, whether at work or home. The levels represent seven aspects of a person's core energy makeup. From a leadership perspective, these include results and actions reflecting (1) lethargy, (2) defiance, (3) cooperation, (4) service, (5) acceptance, (6) wisdom, and (7) creation. The resonating energy at each level manifests in specific ways and degrees of intensity. Levels 1 and 2 represent Catabolic Energy states, while Levels 3–7 represent increasingly anabolic states.

As a person responds to circumstances and events throughout the day, their energy may fluctuate between some—or even all—of these 7 Levels. As they become more conscious of the energetic options available for their thoughts, emotions, and actions, they learn to choose how they express their energy in response to daily stressors. When they increase and maintain higher levels of Anabolic Energy, they wield more influence over their life and boost their ability to achieve their goals and dreams.

⁶ iPEC (2018c). Raising Your Core Energy Can Lead to Financial Gain. L. Waldorf. ⁷ Schneider, Bruce. (2022) Self-Perception Chart. *Energy Leadership: Transforming Your Workplace and Your Life from the Core*, 2nd edition, John Wiley & Sons, Inc.: Hoboken, New Jersey, p. 12

Core Energy Coaching™

Previous ELI studies have suggested that most people do not reach their potential because they do not have enough of the right kind of energy to use when they need it. Core Energy Coaches help leaders become more aware of how their energy works for or against them in their daily lives, and how to use their energy to attain the results they want. After a client completes an ELI assessment online, an individualized report is generated, and the coach debriefs the results with the client. The client is introduced to the core energy framework and learns about their unique energetic makeup and current ARL. They are made aware of steps they can take to maximize their expression of both Anabolic and Catabolic Energy in ways that will ultimately benefit them. The multi-dimensional aspects of core energy are woven into conversations and solution-seeking activities as a client continues to work with a coach. By applying the principles and concepts learned through coaching, conscious leaders increase their ability to shift their core energy and the energy of those around them.

Measuring Core Energy: The Energy Leadership™ Index Assessment

Schneider developed the web-based ELI assessment to measure the amount of Anabolic and Catabolic Energy in a person's core energy makeup under both ideal and stressful circumstances. In addition, it measures a person's leadership potential, or ability to enact one's vision of success and life satisfaction, by calculating their average resonating level of core energy, or ARL.⁸ The assessment has two components:

- 70 self-rating items about beliefs, self-perceptions, emotional reaction tendencies, and behavior patterns. Each item resonates energetically with one of the 7 Levels in the core energy framework. Response choices consist of a Likert-like scale, ranging from 1 (completely untrue) to 5 (completely true). Weighted calculations are used to produce each client's ARL.
- 14 self-rating items that measure life satisfaction, known as the Life Satisfaction Factors. Response choices consist of a Likert-like scale that ranges from 1 (completely dissatisfied) to 6 (completely satisfied).

Factor Analysis studies conducted in 2017 and early 2022 used partial response data to verify that the Energy Leadership™ Index assessment (ELI) is a valid and reliable measure of core energy. In July 2022, a third Factor Analysis was conducted using the entire nine-year response database [2013-2021]. That study confirmed that each assessment item was positively correlated with the 7 energy levels it was intended to measure.⁹

A measure of internal consistency was conducted using split-half comparisons. The resulting Cronbach alpha coefficient for each energy level exceeded the acceptable benchmark of 0.70, with values between 0.72 and 0.78. In addition, a principal component analysis showed the factor loadings for items associated with each level exceeded the 0.30 benchmark of acceptability, with 97.1% above 0.40 (all were between 0.36 to 0.72). The items used to measure each level were successfully loaded onto one construct using a Varimax rotation.

⁸ Forbes Coaches Council. (May 21, 2018). 11 Assessments Every Executive Should Take, p. 1. Downloaded on August 15, 2022. <https://www.forbes.com/sites/forbescoachescouncil/2018/05/01/11-assessments-every-executive-should-take/?sh=7c04f5a7a51e>. ⁹ iPEC (2022). Reliability and Validity of the ELI, Version 2.2. L. Waldorf.

The internal consistency test for the 14 Life Satisfaction Factors produced a Cronbach's alpha coefficient of 0.87. These items were also loaded onto one construct. An earlier test-retest of 258 respondents found that the Pearson Product Moment Correlation coefficient for the dataset was also 0.87, indicating a high consistency in response patterns across repeated assessments.¹⁰ These findings confirm that studies comparing ELI results between various demographic groups of respondents continue to produce reliable results.

The Core Energy Study

Study Design

The current study was undertaken to verify and expand upon research findings presented in the 2018 iPEC article: *Your Core Energy Determines Your Life Potential*.¹¹ It uses the same quantitative design as before but includes nearly four times as many respondents. The previous study was based on four years of ELI data collected between 2013 and 2017. The current study database consists of that data but includes all the ELI responses collected between 2018 and 2021 to create a nine-year database.

The research focuses on the self-rater responses of 2,545 clients who completed the ELI as a baseline assessment at the beginning of a coaching program and then repeated it as a post-assessment between 3 to 36 months later. Based on findings from a 2018 iPEC coach survey, it is likely that most of the clients included in this study would have taken the ELI as part of an individual coaching program and worked with a Core Energy coach at least once a month between the pre and post-assessments.

The study is an exploratory investigation of the impact of Core Energy Coaching™ on clients who made significant shifts in their energetic makeup. It includes a deeper look at those leaders who adopted the core energy framework as part of their personal development and increased their ARL over time, using the ELI assessment to measure their growth in consciousness.

Research Questions

There are three main research questions as follows:

RQ1. *How does Core Energy Coaching™ affect a person's core energy over time?*

Research Question 1 has three objectives: (1) to verify earlier studies that indicated that most clients' average resonating level of energy (ARL) significantly increased after working with a Core Energy coach; (2) to determine how many months of coaching are required to experience a significant energy shift; and (3) to explore, from a longitudinal perspective, what happens to a client's energy makeup as they continue working with a Core Energy coach over time. The working hypothesis for the three-part question is that most clients will experience a statistically significant increase in core energy after working with a Core Energy coach. The null hypothesis is that there will be no change in their ARL.

RQ2. *How does Core Energy Coaching™ affect a person's anabolic/catabolic ratio?*

Research Question 2 has two objectives: (1) to verify earlier findings on the relationship between Core Energy Coaching™ and changes in a person's energetic makeup as they respond to ideal and stressful

¹⁰iPEC (2017). Reliability and Validity of the ELI, Version 2.0. L. Waldorf. ¹¹iPEC (2018a). L. Waldorf.

circumstances, and (2) to determine what percentage of clients who presented with a predominantly Catabolic Energy makeup on their baseline ELI shift to a predominantly Anabolic Energy makeup on their post-ELI after working with a Core Energy coach. The working hypothesis is that, on average, a client's Catabolic Energy will decrease by a statistically significant amount after working with a Core Energy coach, leading to a proportionate rise in Anabolic Energy. The null hypothesis is that there will be no change in Anabolic and Catabolic Levels of Energy.

RQ3. *In what ways does Core Energy Coaching™ affect a person's life satisfaction?*

Research Question 3 has three objectives: (1) to verify earlier findings on how Core Energy Coaching™ and the resulting change in a client's ARL affect their level of life satisfaction; and (2) to explore how coaching impacts an individual, both personally and professionally; and (3) to measure the difference in levels of life satisfaction between clients with predominantly Catabolic Energy makeups and those with predominantly Anabolic Energy makeups. The working hypothesis is that a significant increase in ARL will predict a significant increase in the level of life satisfaction in specific areas of direct and indirect impact. The null hypothesis is that there will be no relationship between a person's energetic makeup and their reported level of life satisfaction.

Study Participants.

Several demographic questions are included in the ELI assessment to collect research data about the 2,545 respondents' gender, ethnicity, age, marital status, location, education, income level, employment status, and job role. There were 1,613 women (63.4%), 930 men (36.5%), and two others (0.1%) that completed both a baseline and post-ELI assessment. Approximately three-quarters self-identified as non-Hispanic White, with small percentages of Hispanics, Blacks/African Americans, Asians/Asian Americans, Hawaiians/other Pacific Islanders, and Native Alaskans/American Indians. Four out of five were between the ages of 26 and 55, and slightly over half (56.5%) were married. The respondents resided in 36 countries, with the majority (87.5 %) living in the United States.

Eighty percent of the respondents held college or postgraduate degrees. While income levels ranged from \$0 to \$300,000, half of the clients reported an income between \$50,000 and \$150,000. Nearly all (91.7%) were employed full-time in various roles: administration, coach, development, education, finance, management, operations, sales/marketing, support services, and technical or other positions. Sixty percent reported their leadership status as Manager or C-Suite Executive.

Data collection and analysis

The ELI survey responses were stored in a secure online data system and downloaded to statistical software for analysis. The dataset was cleaned of personal identifiers before analysis to protect respondents' privacy. All computations were based on group comparisons rather than individual responses.

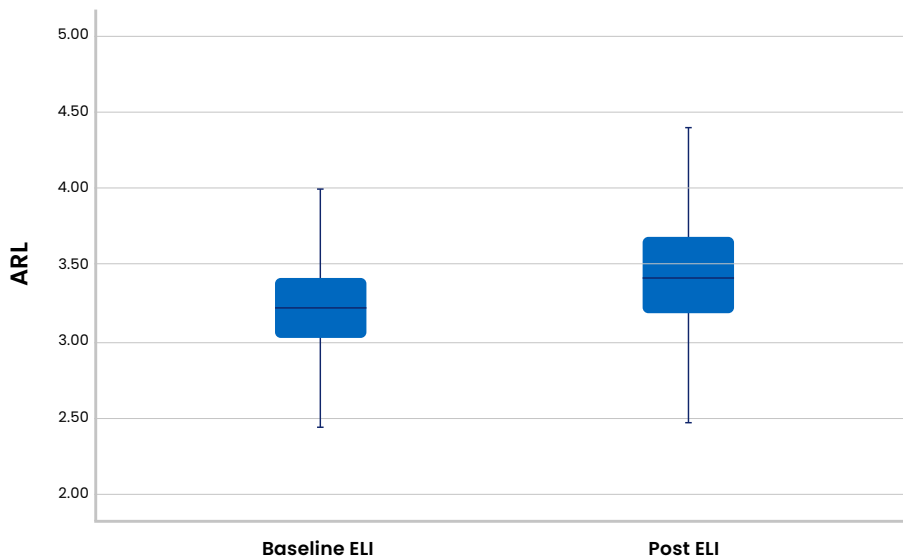
Research Findings

Part I. How does coaching affect a person's core energy over time?

To address Question 1, a Paired Samples t-test was conducted to compare clients' average resonating level (ARL) from their baseline ELI assessment with the ARL from their post-assessment. The results showed that the mean ARL for this group increased from 3.23 to 3.43 on the 7 Levels of Energy scale. The anabolic shift was statistically significant at the $p < .001$ level, with a medium effect size (Cohen's $d = 0.65$). The standard deviation changed only slightly from 0.32 to 0.36.

The boxplot in Figure 1 illustrates the change in ARL based on a comparison of median ARLs. The results of the first analysis indicated that the median ARL for the large study group increased from 3.14 on their baseline ELI to 3.41 on their post-ELI. The blue boxes represent half of the clients' ARLs, while the extending whisker lines represent the range of the top 25 percent of the ARLs and the lowest 25 percent of ARLs, respectively. The bold black line across each box represents the median ARL. The calculations did not include extreme outliers to avoid skewing the data.

Figure 1. Pre/Post Comparison of Median Resonating Level of Energy (ARL), N = 2,545



The results of the median comparison indicate that, on average, clients who work with a Core Energy Coach experience an expansive, anabolic shift in their core energy due to the coaching intervention. These results verify equivalent results from the 2018 core energy study based on 695 respondents in which the mean ARL increased from 3.25 to 3.52 ($p < .001$).¹² The ELI provides a picture of one's overall, natural tendencies in response to various stimuli.

A Mean Comparison analysis was then conducted to determine the amount of time required for a client to experience an anabolic shift in core energy, assuming they attend regular coaching sessions and are committed to their personal and professional growth. The results showed that, on average, clients who re-took the ELI within one to three months after their initial assessment experienced a statistically significant

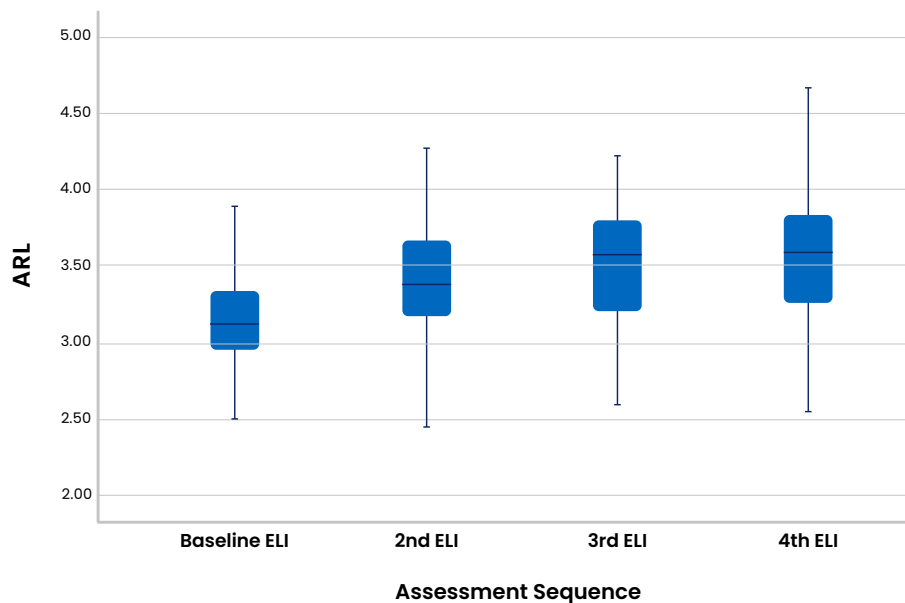
¹² iPEC (2018a). L. Waldorf, p. 5.

shift in their core energy, with a medium effect size ($p < .001$, $d = 0.64$). As was found in the 2018 study, the largest increase in ARL occurred in clients who received between six to twelve months of coaching. Nearly half (44.5%) of the clients were in this latter group, with a mean change in ARL from 3.22 on the baseline ELI to 3.46 on the post-ELI ($t = 24.54$, $p < .001$).

After working with a Core Energy Coach, 89.4 percent of the clients had an anabolic ARL (> 3.00) on their post-ELI. Even with a seemingly minor change in their Average Resonating Level, Cohen's effect size of 0.73 was medium strong. Most respondents who made this shift in ARL would have experienced an expansion of positive, constructive energy that would have been apparent to others.

To explore the data from a longitudinal perspective, an additional comparison of means was conducted using the ARL of 70 of the respondents who had completed the ELI at least four times within a 36-month period. In addition, the clients had each worked with one of eight core energy-trained coaches who used the assessment as a measure of progress in learning how to consciously recognize and shift their energetic expression.

Figure 2. A Comparison of Median ARL Values Over Time, n=70



Three-quarters of the clients completed the assessment every 6 to 8 months during a two-year timeframe, while the rest completed it annually for three years. The boxplot in Figure 2 reflects the positive and significant change in median ARL across the four measurement points. The upward trend in median ARL from the baseline ELI (3.13) to the 4thth ELI (3.59) means that as clients continued working on mastering core energy concepts and learned to direct their energy, their Average Resonating Level and consciousness also increased.

The figures in Table 1 reveal that re-assessing at 6 to 8-month intervals resulted in the most significant increase in mean ARL within the 3-year study period. The data provides evidence that the ELI is a reliable tool for accelerating the expansion of Anabolic Energy in clients committed to transformation through

coaching. Overall, the findings reveal that, on average, the clients experienced a significant increase in Anabolic Energy after working with a Core Energy Coach. Therefore, the null hypothesis predicting no change in ARL can be rejected for this research question.

Table 1. Mean ARLs from Repeated Use of ELI Assessments

ELI Intervals	Total time	No. of Clients	ELI 1	ELI 2	ELI 3	ELI 4
Every 6 mos.	18 mos.	42	3.15	3.47	3.56	3.64
Every 8 mos.	24 mos.	11	3.10	3.43	3.65	3.68
Every 12 mos.	36 mos.	17	3.19	3.22	3.28	3.33

Part II. *How does coaching affect a person's anabolic/catabolic ratio over time?*

For Research Question 2, a Paired Samples t-test analysis was used to measure the shift in Anabolic and Catabolic Energy between the coaching clients' first and second ELI assessments. Response data collected between 2018 and 2021 was used as a comparison against previously reported results from 2013-2017. During the 2018-2021 period, 1,269 clients completed a post-assessment within 3 to 36 months after completing a baseline ELI.

The results showed that after working with a Core Energy Coach, the clients' level of Catabolic Energy had decreased from 21.7 percent to 17.6 percent on average when operating under ideal circumstances. Inversely, their Anabolic Energy had increased from 78.3 to 82.4 percent. In addition, under stressful conditions, their level of Catabolic Energy decreased from 69.3 to 62.8 percent, while their anabolic level rose from 30.7 to 37.2 percent. These changes were positive, statistically significant ($p < .001$), and equivalent to the 2018 study results.¹³

The results indicate that coaching directly impacts clients' awareness of how their thoughts and emotions influence their behavior, and this impact has been a consistent result of Core Energy Coaching™ over time. The increase in Anabolic Energy and ARL represent a shift in their ability to consciously choose their response to stressors rather than unconsciously react to them.

Next, a descriptive analysis was conducted to determine how many of the 302 clients who started their coaching program with a predominantly catabolic energy profile had transitioned to a predominantly anabolic profile after working with a Core Energy coach. This meant their ARL was below 3.00 on their baseline ELI and 3.00 or above on their post-assessment.

The results revealed that two-thirds of the clients ($n = 198$) had a post-ELI ARL of 3.00 or above and had experienced that anabolic shift, typically within 6 to 12 months of coaching. This outcome denotes a critical shift in their self-awareness, perception of life circumstances, and achievement potential. Another 57 catabolic clients made statistically significant gains in Anabolic Energy but had yet to surpass the 3.00 benchmark. In core energy theory, those who maintain a Catabolic Energy profile after receiving several

¹³ iPEC (2018a). L. Waldorf, p. 6.

months of coaching may be stuck in fear or unable to commit to their transformation.

These results indicate that working with a Core Energy Coach led to a significant decrease in Catabolic Energy and a proportionate rise in Anabolic Energy for most clients. Therefore, the null hypothesis predicting no change in Anabolic or Catabolic Energy Levels can also be rejected for this question.

Part III. *In what ways does Core Energy Coaching™ affect a person's life satisfaction?*

To investigate Research Question 3, the mean self-ratings of the 14 Life Satisfaction Factors on all 2,545 clients' baseline and latest post-ELI assessments were compared. The results revealed that the overall change in life satisfaction ratings was positive and statistically significant. The average rating increased from 4.23 to 4.53 on the 6-point response scale, with a medium effect size ($t = 25.33$, $p < .001$, $d = 0.50$). The results revealed that coaching had a positive and notable effect on overall life satisfaction for nearly two-thirds of the clients (64.3%) between the beginning and end of their coaching program. They also verify equivalent findings from the 2018 core energy study in which the mean ratings increased from 4.29 and 4.64.¹⁴

Mean Comparison analyses were also conducted to investigate how Core Energy Coaching™ helps clients realize more satisfaction in specific areas of their life. The 14 Life Satisfaction Factors represent three coaching outcomes: Direct Impact, Work Impact, and Indirect Impact. The following paragraphs contain the results of the baseline and post-ELI rating comparison for each type of outcome and each satisfaction factor.

Direct Impact

The ELI measures four areas of life satisfaction in which Core Energy Coaching™ has an immediate and direct impact: Spiritual Connection, Energy Level, Feeling of Personal Freedom, and Work Relationships. The results of the analysis showed the overall mean self-rating of the Direct Impact factors increased significantly from 4.53 to 4.59 ($p < .001$) on the 6-point rater response scale (see Figure 3). Self-ratings of all four factors in this category also increased significantly on the post-ELI ($p < .001$), particularly on Feelings of Personal Freedom (from 4.41 to 4.76) and Energy Level (3.97 to 4.33). The results revealed that, on average, clients experienced increased personal freedom, a higher Level of Energy, an increased sense of spiritual connection, and more satisfaction with their work relationships due to Core Energy Coaching™.

Figure 3. Pre/Post-ELI Comparison of Direct Impact, N = 2,545

Life Satisfaction Factors	Baseline Mean Rating	Post-ELI Mean Rating
Energy Level	3.97	4.33
Spiritual Connection	4.28	4.55
Feeling of Personal Freedom	4.35	4.76
Work Relationships	4.50	4.73
Mean Ratings	4.53	4.59

¹⁴ iPEC (2018a). L. Waldorf, p. 7.

Work Impact

There are six satisfaction factors associated with the impact of coaching on a person's work or career: Leadership Ability, Level of Engagement, Communication Skills, Productivity, Time Management, and Work/Life Balance. The results of the Means Comparison analysis again revealed a significant change in the overall mean rating from 4.21 to 4.53 ($p < .001$), and each of the associated factors significantly increased as well ($p < .001$ level). As shown in Figure 4, the most significant improvements in satisfaction levels were in Time Management (from 3.95 to 4.30) and Work/Life Balance (from 3.89 to 4.32). As a result of Core Energy Coaching™, most clients reported increased satisfaction in the factors most likely to impact their success at work.

Figure 4. Pre/Post-ELI Comparison of Work Impact, N = 2,545

Life Satisfaction Factors	Baseline Mean Rating	Post-ELI Mean Rating
Leadership Ability	4.27	4.56
Level of Engagement at Work	4.41	4.69
Communication Skills	4.48	4.75
Productivity	4.29	4.59
Time Management	3.95	4.30
Work/Life Balance	3.89	4.32
Mean Rating	4.21	4.53

Indirect Impact

Four life satisfaction factors associated with more indirect effects for conscious leaders are Financial Success, Health and Wellness, Family Relationships, and Intimate Relationships. As shown in Figure 5, the overall mean rating for the category increased significantly from 4.20 to 4.47 ($p < .001$). Mean ratings for all four factors also increased significantly at the $p < .001$ level, with the largest increases in Financial Success (from 4.03 to 4.35) and Health and Wellness (from 3.89 to 4.19). The results indicate that after receiving Core Energy Coaching™, most clients' level of satisfaction with perceived financial success, health and wellness, and close personal relationships also improved.

Figure 5. Pre/Post-ELI Comparison of Indirect Impact, N = 2,545

Life Satisfaction Factors	Baseline Mean Rating	Post-ELI Mean Rating
Financial Success	4.03	4.35
Health and Wellness	3.89	4.19
Family Relationships	4.67	4.86
Intimate Relationships	4.24	4.49
Mean Ratings	4.20	4.47

Influence of Core Energy on Life Satisfaction

Next, a Mean Comparison analysis was conducted to investigate the relationship between the change in total life satisfaction factors and the change in ARL. The correlation between the two variables was moderately strong ($r = 0.68$) and statistically significant ($p < .001$). This means that as clients consciously increased their anabolic energy level through coaching, their reported level of life satisfaction also increased.

Stepwise regression was then conducted to determine how much of the change in life satisfaction could be attributed to an increase in core energy. The mean change in the sum of 13 of the 14 Life Satisfaction Factors was the outcome variable in the model. The clients' self-rating of Energy Level was excluded from the list of factors to calculate energy's influence on overall life satisfaction. Seven predictor variables were entered into the model to determine which influenced clients' life satisfaction ratings most. These include baseline ARL, post-ELI ARL, change in mean ARL, months between the baseline and post-ELI, age, gender, and income range.

The results showed the only significant predictor of the change in life satisfaction ratings was the change in mean ARL between the baseline and post-ELI assessments ($F(1, 2453) = 2189.91, p < .001, R^2 = 0.46$). The increase in anabolic core energy explains nearly half (46.3%) of the rise in life satisfaction.

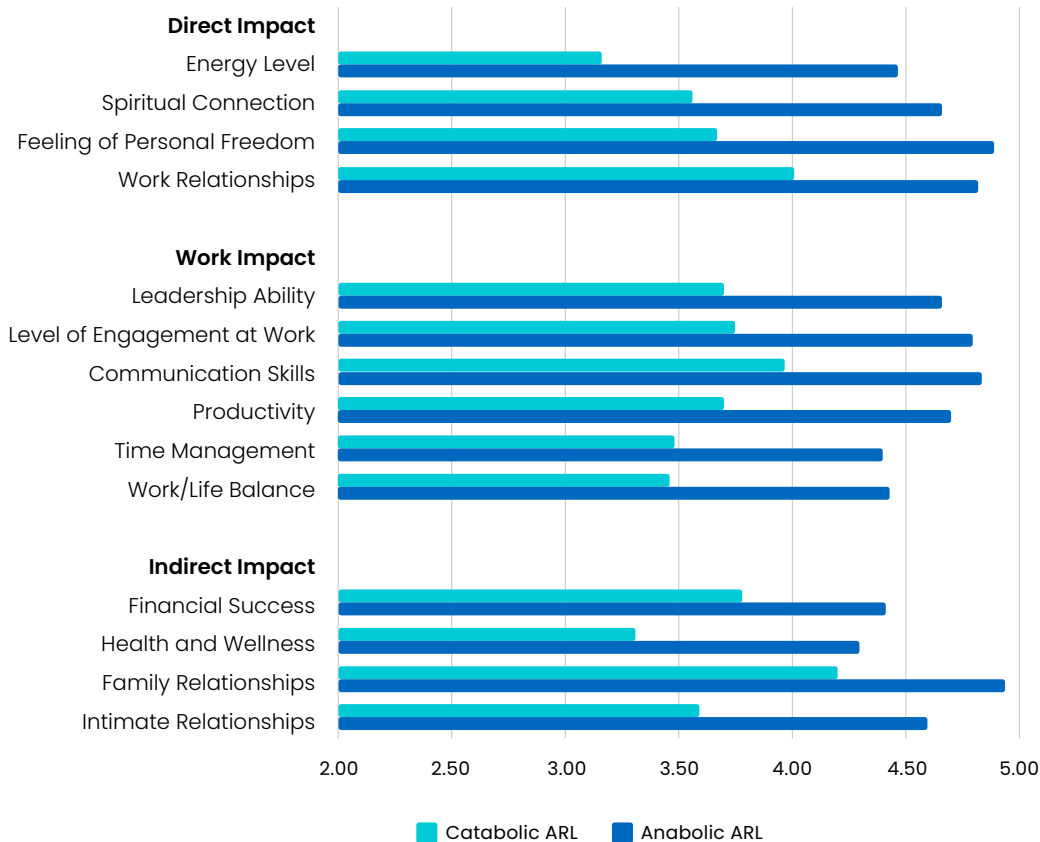
Anabolic Energy: The Key to Life Satisfaction

Lastly, a Means Comparison analysis was conducted to measure the difference between how clients with a predominantly catabolic energy profile ($ARL < 3.00$) on their post-ELI rated themselves on the 14 Life Satisfaction Factors and how clients with an anabolic energy profile ($ARL \geq 3.00$) rated themselves.

The results revealed that among 2,274 clients with an anabolic ARL on their post-ELI, most self-ratings were between (4) somewhat satisfied and (5) very satisfied. Conversely, among 271 clients with a catabolic ARL, most self-ratings were between (3) somewhat dissatisfied and (4) somewhat satisfied. Figure 4 illustrates the contrast in life satisfaction ratings between the two groups of clients.

- On the 4 factors that are **directly affected by a Core Energy Coaching™ relationship**—including Energy Level, Spiritual Connection, Feeling of Personal Freedom, and Work Relationships—the mean difference was more than one point on the 6-point response scale (1.11).
- On the 6 factors associated with **work impact**—including Leadership Ability, Level of Engagement at Work, Communication Skills, Productivity, Time Management, and Work/Life Balance—the difference was 0.96 of a rating point.
- On the 4 factors reflecting more **indirect impacts of coaching**, the mean difference in self-ratings on Financial Success, Health & Wellness, and Family and Intimate Relationships was 0.84.

Figure 4. Post-ELI Comparison of Life Satisfaction Factor Ratings:
Catabolic ARLs vs. Anabolic ARLs (6-pt. scale), N = 2,545



These pre-post rating differences were statistically significant ($p < .001$) and reveal how increasing one's ARL affects leaders across the full spectrum of life satisfaction factors. The results indicate that an increase in Anabolic Energy is a reliable predictor of an increase in life satisfaction. Therefore, the null hypothesis predicting no relationship between a person's energetic makeup and their level of life satisfaction can also be rejected.

Conclusion

This study verifies and builds upon previous research on the positive impact of Core Energy Coaching™ in increasing one's consciousness, leadership potential, and overall life satisfaction. In addition, these results add to the literature on coaching as the first longitudinal research to demonstrate that working with a Core Energy Coach and using the ELI as a periodic measure of progress is an effective way to significantly increase one's Average Resonating Level of Energy over time.

The ELI is designed to provide leaders with insights into the energy level(s) they commonly use to react or respond to life's opportunities and challenges. While a quantitative study cannot fully explain how the ELI functions as a tool for growth, the results indicate that becoming conscious of one's habitual patterns of behavior and learning to direct the flow of core energy maximizes the generation of Anabolic Energy. With

a higher ARL, a leader has more potential to succeed and experience greater fulfillment in many aspects of life.

There are some limitations to the study. The ELI does not collect information on respondents' level of commitment to growth or to adopting Core Energy practices as part of their leadership strategy. While the research confirms that most clients experienced a significant increase in Anabolic Energy statistically attributable to coaching, a qualitative study is needed to describe the mechanisms in the Core Energy Coaching™ relationship that foster growth in consciousness. In addition, coaches have yet to widely adopt the use of the ELI as a measure of change in a person's energetic makeup. As more adopt the practice, more clients will benefit from the potential for accelerated growth, and more data will be available to study the longitudinal impact of Core Energy Coaching™.

The study's results provide new empirical evidence of the positive relationship between the impact of Core Energy Coaching™, the positive changes to a person's energetic makeup, and the resulting improvement in life satisfaction levels. The coaching process works best when the client is committed to developing a conscious awareness of their core energy and learns to direct its flow. The study confirms that the ELI is a highly effective tool for facilitating that process. The assessment is only available through an iPEC-trained coach with an ELI certification. It is currently available in English, French, and Spanish.