RAISING YOUR CORE ENERGY™ CAN LEAD TO FINANCIAL GAIN

CORE ENERGY COACHING™ STUDY

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INTRODUCTION

A 2018 study from the Institute of Professional Excellence in Coaching (iPEC) sheds new light on the effects of Core Energy Coaching™ on personal income and financial success. Core Energy Coaching™ is a process developed at iPEC which supports clients in expanding their awareness of how their thoughts, beliefs, and attitudes about their work, home life, and community play a significant role in determining their lived experience.

By increasing their understanding of how they have manifested their current circumstances and the challenges with which they struggle, they are empowered to make new choices and more easily realize their goals and dreams.

The amount and quality of energy a person has access to at any given time is their Core Energy™. Nearly everything takes energy to achieve, and whatever blocks or diminishes a person's available energy will either slow down or derail progress toward the desired goal. While working with an iPEC-trained coach, clients become aware of false perceptions and limiting beliefs about what is possible to achieve as they learn new ways to work through blocks and obstacles. By reducing destructive, draining catabolic[1] effects on energy, and focusing on developing more expansive, creative, synergistic anabolic[2] energy, a person will find it easier to work toward and attract the kinds of experiences and opportunities in life that lead to a **greater sense of flow and personal satisfaction.**

While previous studies have shown that working with a certified iPEC-trained coach leads to an increase in available anabolic energy as well as a greater sense of personal satisfaction, this is the first study to investigate the link between Core Energy Coaching™ and monetary gain.

ENERGY LEADERSHIP INDEX™ (ELI)

Results from iPEC's Energy Leadership Index (ELI) assessment were used to investigate the effects of Core Energy Coaching™ on personal income and financial success. The ELI is a 70-item self-rating assessment that measures a person's energy profile based on seven levels, or constructs, ranging from low energy to limitless energy. The seven levels are characterized by the state of mind that prevails at each level:

(1) apathy **(2) anger** **(3) forgiveness** **(4) compassion**
(5) peace **(6) joy** **(7) absolutely passion**

The ELI also contains 14 self-rating items that measure a person's level of satisfaction with aspects of their work and personal life.

[1,2] Terms coined by Bruce D Schneider, Founder of iPEC. For more information read his book, Energy Leadership (John Wiley & Sons, 2008).

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The ELI calculates which percentage of a person's energy falls in each of the seven levels, under both stressful and non-stressful situations,and produces a value, called the Average Resonating Level (ARL) of energy, that provides a benchmark for where a person's overall Core Energy™ lies.

In 2017, data from 29,717 coaching clients were used to conduct a confirmatory factor analysis of the assessment.

The results showed that the ELI is a valid and reliable measure of a person's Average Resonating Level of energy (ARL).

The clusters of items related to each of the seven energy levels had reliability coefficients above 0.70, with factors loadings between 0.38 and 0.73. The 14 life satisfaction items had a reliability coefficient of 0.88.[3]

RESEARCH STUDY

To conduct the current study, the responses of 259 coaching clients who had completed the ELI between April 2013 and March 2017 were examined. The subjects all resided in the United States, were between the ages 25 to 65, were employed full-time in a range of job positions, and earned between $25,000 and $300,000 annually. There were 169 managers (65.3%) and 90 non-managers (31.7%) in the group. Each client completed the ELI twice during their coaching engagement (iPEC coaches are encouraged to give the ELI to clients at the beginning of a coaching engagement and again at or near the end of the engagement). The time between ELI administrations varied from 12 weeks to 12 months.

The analysis focused on the relationships between five factors from the assessment: ARL, income range, job role, level of satisfaction with financial success, and level of overall life satisfaction. The following paragraphs contain the results from a statistical analysis of the relationships between the five factors.

[3] For more information on the ELI, visit iPEC's Energy Leadership website at http://energyleadership.com/the-assessment/.

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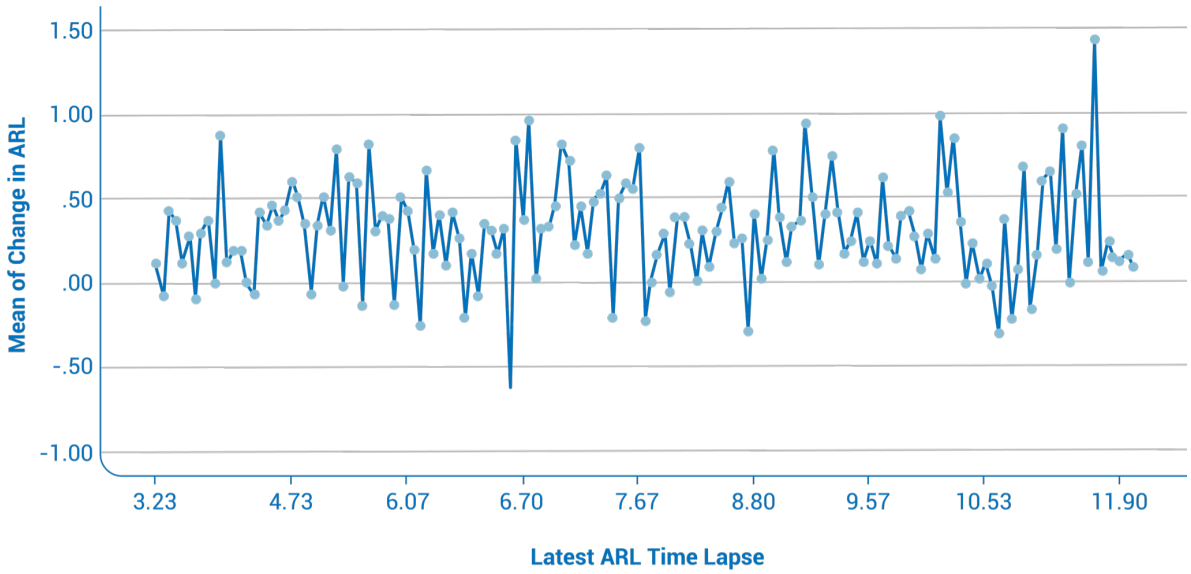
FINDINGS

The first analysis determined whether there had been a significant change in the ARL of the 259 coaching clients between ELI administrations. **The second** analysis explored whether there had been an increase in reported income levels and, if so, for which group(s) of clients. **The third** analysis examined the rate of promotion, or role level changes, that were evident in the data and looked at whether that was related to an increase in Core Energy. **The fourth** analysis investigated whether there had been a change in respondents' sense of financial success over the course of their coaching engagement, and the fifth was undertaken to re-confirm the relationship between an increase in energy and a significant change in life satisfaction ratings, as evidenced in previous studies.[4,5]

A. Increase in ***Energy Levels***

A paired-samples t-test of the ARL of Core Energy of the 259 respondents revealed a positive and statistically significant difference between ARL on the pre-assessment and post-assessment ($t(258) = 14.53$, $p < .001$). The mean change in ARL was from 3.23 (SD = 0.32) to 3.54 (SD = 0.36). Descriptive statistics indicated that eight out of every ten respondents (81.1%) showed an increase in ARL on their post-ELI assessment, and 44.0% had an increase of 0.32 points or higher (n = 134), the equivalent of one standard deviation. One could expect to observe shifts in behavior or attitude at this level of change. Table 1 shows that a person can experience a meaningful change in Core Energy in as little as 12 weeks, and that the amount of change in Core Energy that was experienced by each leader was not necessarily tied to the length of the coaching engagement.

TABLE 1. PRE/POST CHANGE IN CORE ENERGY (ARL) RATINGS
(Time between ELI administrations varied from 3 to 12 moths)



[4] (2017). iPEC. Your Core Energy Determines Your Life Potential. (L. Waldorf)
[5] (2014). Zajonc Corp. Replication Study: Factor Revealed for Determining Success in Work and Life. (K. Barrington & J. Park)

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B. Increase in ***Income Levels***

A paired samples T-test revealed a positive and statistically significant change in income has occurred between the time respondents completed the pre-ELI assessment (M = 4.43 on a seven- level income scale, SD = 1.47) and when they completed the post-ELI assessment (M = 4.56, SD = 1.50; (t(258) = 3.23, p = < .05). This was specific to men and women who had been earning between $25,000 and $100,000 when they took the ELI the first time. Income increases above the $100,000 level were not as detectable, most likely because the range of income for each response choice over one-hundred thousand dollars was very large ($50,000 or more). A change in income of that size would not have been as common.

Most increases that marked a jump from one income level to the next—as reported in 42 cases—occurred after seven months of coaching, on average.

Bivariate correlation analysis also showed a positive and significant relationship between an increase in ARL and an increase in income after seven months for leaders earning between $25,000 and $150,000 (rs = 0.25, p < .05). Increases of two or more income levels—as reported in six cases—were more likely to have occurred after nine months of coaching. Given these results, it's likely that more increases in income occurred, but they were not detectable because the ELI does not measure changes within specific income ranges; only between them.

C. Change in ***Energy and Job Roles***

Descriptive statistics from the post-coaching ELI data indicated that at least 24 of the 259 respondents (9.30%) received promotions during their coaching programs to at least one role level above their starting level. This is likely a conservative figure regarding the number of actual promotions earned, as it is possible to earn a promotion without changing role levels (e.g., Managers could become Senior Managers). Such changes would not be detectable in the ELI data. Among the changes in job roles of one level or more, the primary trend was transitioning from non-management into management positions. An analysis of variance (ANOVA) revealed there was also a significant relationship between the leaders increasing their ARL and being promoted into management (F(2,135) = 3.18, p < .05).

D. Change in Energy and ***Increased Financial Status***

The ELI respondents were also asked to rate their perceived level of financial success as a partial measure of overall life satisfaction. The positive change in mean self-ratings on

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financial success between the pre-assessment (M = 3.97 on a six-point rating scale, SD = 1.06) and post-assessment (M = 4.50, SD = 0.87) was statistically significant ($t(258) = 9.56$, $p < .001$). A regression analysis indicated that the main predictor of an increased financial success rating in men was an increase in Core Energy, as measured by ARL ($F(3,77) = 6.76$, $p < .001$ with an $R2$ of 0.21). For women, the main predictors were an increase in Core Energy and a change in income level ($F(3,174) = 8.67$, $p < .001$ with an $R2$ of 0.13).

E. Change in Energy and ***Increased Life Satisfaction***

Bivariate correlation analysis showed that the relationship between increasing one's ARL and experiencing greater satisfaction with life was positive and significant ($rs = 0.35$, $p < .001$), confirming the results of the previous studies. The correlation between an increase in income and an increase in life satisfaction self-ratings was also statistically significant ($rs = 0.13$, $p < .05$). These results indicate that, for the leaders in the study, increasing one's ARL was a more significant contributor to personal satisfaction in life than earning more money or improving one's sense of financial success.

DISCUSSION

This was a small study based on ELI assessment data that investigated the benefits of Core Energy Coaching among people with varying backgrounds, career paths, and financial circumstances. Despite its limited size and scope, the monetary benefits of raising one's energy level and conscious awareness were statistically evident.

The data analysis revealed that a person's circumstances can be positively affected by a seemingly small increase in their Average Resonating Level of Core Energy. While there was no data available on why the subjects hired coaches in the first place, the results showed that a significant number increased their income, received promotions, and felt more financially successful. They also had a greater sense of overall life satisfaction that extended beyond monetary gain.

Coaching provides support for people wanting different results or experiences in their lives.

As in any personal or professional development process, the more effective the support and the more commitment there is to change, the higher the likelihood that expected results will be achieved or surpassed. The results of this study add to the empirical evidence that working with a Core Energy Coach, who is well-trained to help clients raise their Core Energy, is a winning strategy in experiencing more success and fulfillment in work and life.

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