

WE POWER  
**HUMAN ACHIEVEMENT**

SAAS - BASED  
ASSESSMENTS

ONLINE  
ACADEMIES

COACHING  
CONSULTING

FOR EMPLOYEES, LEADERS, AND ORGANIZATIONS



**LIFE ENGINEERING**

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# TO CREATE BUSINESS VALUE

YOU HAVE TO INCREASE PEOPLE VALUE

Organizational performance is built on the foundation of people performance, because businesses don't create value, people do. And when it comes to people performance, there are really only three variables: Time, talent and energy.

But we tend to focus exclusively on time and talent. We obsessively optimize for behaviors (what we do with our time and talent) through processes, policies, and procedures.

This makes sense. Behaviors are observable. They're above the waterline of our organizational attention. And because they're so easy to observe, they tend to be all we look at.

But what lies below the water line is what matters most — and that's energy.

Energy shows up as satisfaction and engagement. Energy is what drives up the impact of our time and talent. When our energy for our work is high, we use our time and apply our talent to create performance. But when our energy for our work is gone, no amount of time or talent will matter.

The research is clear. Between time, talent, and energy... energy matters most.

So what is your organization doing to solve for energy?

WE HELP ORGANIZATIONS  
MEASURE AND MANAGE EMPLOYEE  
SATISFACTION AND ENGAGEMENT  
TO DRIVE PERFORMANCE

EMPLOYEE  
PERFORMANCE

EMPLOYEE  
SATISFACTION

EMPLOYEE  
ENGAGEMENT

GOES DEEP

## BEHAVIORS

WHAT WE DO WITH OUR TIME AND TALENT

TIME

TALENT

## ENERGY

SATISFACTION AND ENGAGEMENT



ENERGY

- DESIRE
- EMOTION
- ENTHUSIASM
- PASSION

To truly drive performance, we have to go DEEP.

More than just solving for time and talent,  
we have to solve for energy.