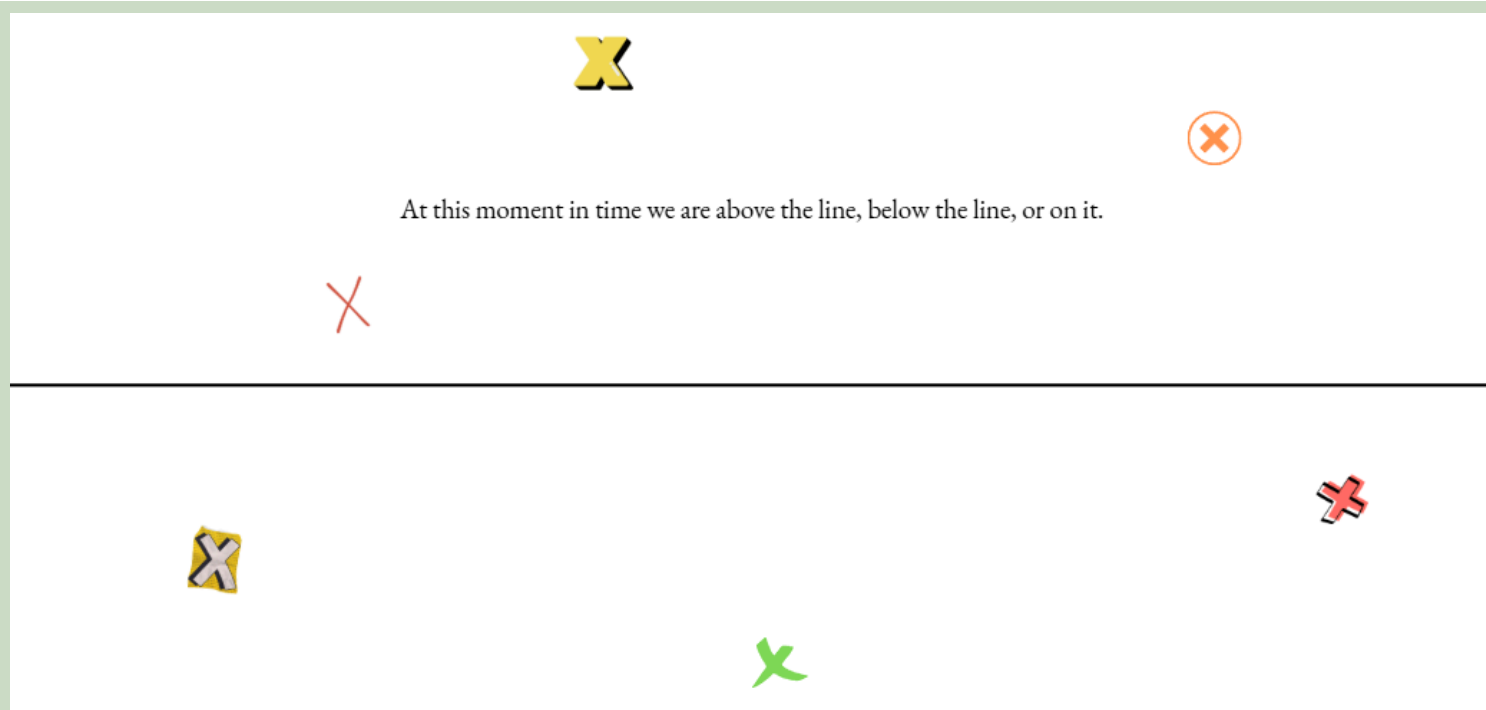


LEADING WITH INTENTION: ALIGNING MINDSET, TASKS, AND TEAM ENERGY

By Emily Zimmon

Leadership isn't just about output - it's about alignment. Productivity and effectiveness come from understanding where we are mentally and emotionally, how our energy interacts with the tasks at hand, and how we work together as a team.

A concept I use from the Conscious Leadership Group, called “the line,” helps leaders notice whether they are operating from a place of clarity and choice or from stress and distraction. I approach it slightly differently: instead of seeing lower-energy or scattered states as something to avoid, I focus on embracing where we are and aligning tasks to that energy.



Recognizing Alignment in Your Workday

At the heart of intentional leadership is the ability to notice when we are aligned with the work we're doing - and when we're not. Alignment feels different depending on the type of work. When a task matches your mindset and energy, you jump in effortlessly, feel focused, and get into flow. You know the kind of work where you feel “rocking it” - that's alignment.

Misalignment shows up in other ways: staring at your phone, procrastinating, or feeling stuck in front of your computer. This isn't laziness - it's a signal that the task doesn't match your current mindset. Some work requires detailed, methodical thinking; other tasks require creative, exploratory thinking. By observing these moments and intentionally matching tasks to your energy, you can operate more consistently in alignment, reduce friction, and maintain momentum throughout the day.

Aligning Teams for Real-Time Productivity

The same principle applies to teams. Understanding where each team member is in the moment allows leaders to assign tasks and structure collaboration more effectively. Those who are “below the line” can help keep the team on track, notice details, and maintain accountability. Those “above the line” can focus on generating ideas, solving problems, and guiding strategy.

The key is to recognize and respect these differences. When leaders assign tasks based on where people are mentally and emotionally, meetings and projects become far more productive. Teams operate efficiently, with creativity and structure working in tandem. This approach fosters mutual respect, strengthens collaboration, and ensures that everyone's energy is being leveraged in the most impactful way.



Intentional Leadership in Action

Leading with intention is about more than planning; it's about continuous awareness and alignment. By observing our own state, aligning tasks to our mindset, and understanding the real-time energy of our teams, we reduce frustration, enhance collaboration, and increase overall productivity.

Intentional leadership transforms the workplace from reactive chaos into a space where teams can flow, adapt, and achieve results together. By leveraging each person's energy and mindset, we build teams that are not only productive but also resilient, adaptable, and mutually supportive.