



# “ENERGY VAMPIRES”

You know them as “energy zappers! Those folks who seem to just always want to bring the mood of the group down. They have their own agendas. Based on a book by Jon Gordon I liked his term better – **ENERGY VAMPIRES!** In this spirit, I wanted to share some thoughts about how to deal with an Energy Vampire (EV):

- First and foremost, love them. No one really wants to be an energy vampire. He/she is likely negative for a reason. The first step should always be to love, understand and transform. Put a sign on your door that says: *Energy Vampires Welcome. Expect to be filled up with positive energy.*
- While this is a good approach, I also know from personal experience and the work I do with teams and organizations that not every EV is willing to change. If your efforts to transform an EV are not successful and they are sabotaging the team and organization then **they should be let off the bus.**
- If you don't like the thought of letting people off the bus you are not alone. If you create a strong, positive culture that attracts positive people and generates positive energy, the EV's who are unwilling to change will walk off the bus themselves because they don't fit in. Energy Vampires don't like the light.
- The best way to deal with Energy Vampires on your team - set the expectation that people who drain the energy of others will not be tolerated. Mark Richt, the head football coach of the University of Miami, did this with his football team last year. He had all his players read [The Energy Bus](#) and had an artist draw a huge picture of an Energy Vampire on the wall of their team meeting room. Any time a player was being an EV they put the player's picture on the wall. No one wanted to be on the wall. In essence, Coach Richt was telling his team that we will not allow negativity to sabotage our team and goals.
- If you encounter Energy Vampires in your daily life remember Gandhi's words "I will not let anyone walk through my mind with their dirty feet."
- If you have a personal friend or a friend at work who is an EV you may decide to talk to them about their negativity. If you have a strong relationship with them and they know you care about them, they may be open to your advice. But remember Energy Vampires can't see their own reflection. They may not realize they are an Energy Vampire.
- Proceed with caution if you decide to go this route. And if you do, do it with love.
- Finally, if you have Energy Vampires lurking in your family I recommend you become a positive force of positive energy that demonstrates to others what real positivity, in the form of love, patience, kindness, and care, looks like. Honestly, it's something I'm still working on myself. It's not easy but it's worth the effort.

***TROLL is a person who isn't interested in improving your work,  
only provoking you with hateful, aggressive, or upsetting talk.  
You will gain nothing by engaging these people.  
Don't feed them, and they'll usually go away...***

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**“MAKE IT A GREAT DAY +1”**