

Get Into It With Pruitt

Position Paper Series

The Energetics of Intention: Why Leadership Starts at the Center

By Robert L. Pruitt, II

In a world that measures success by action and output, leaders are often taught to prioritize performance over presence. But what if the most powerful results begin not with what we do, but with who we are when we do it? This paper explores the metaphysical principle of intention through a leadership lens, revealing why real change starts at the center—and why energetic alignment is no longer a soft skill, but a leadership imperative.

The Ripple Effect of Being At the core of every meaningful outcome is intention—not just goal-setting or planning, but the inner posture we hold: the beliefs, values, and presence that shape our energy before we act. This is what I call the Ripple Effect of Being: 1. Center – Our essence, principles, and identity 2. Inner World – Thoughts, emotions, and mental narratives 3. Outer World – Behavior, results, relationships When leadership is rooted in being, the outer ripple reflects clarity, coherence, and care.

The Science of Burnout and Misalignment Dr. Christina Maslach, a leading expert on occupational burnout, found that misalignment between a person's values and their workplace demands is a primary driver of emotional exhaustion, cynicism, and detachment from purpose (Maslach & Leiter, 2016). Additionally, neurobiological research by Dr. Daniel Siegel (2007) confirms that intention reshapes neural pathways—boosting emotional regulation, relational attunement, and creative problem-solving. In short: who you are before you act changes everything that happens after.

Returning to the Center Before the strategy. Before the plan. Before the push. Ask: - What energy am I bringing into this moment? - Is my action aligned with my center? - What ripple am I creating—consciously or unconsciously? When we lead from center, our decisions echo with integrity, and our teams feel the impact of grounded, present leadership.

A Final Note This isn't about performance. It's about presence. When we align intention with truth, leadership becomes an extension of love. And when we return to center, we lead not just from power—but from purpose. If this perspective resonates, let's talk. I support leaders and organizations ready to shift from performance to presence—and thrive from the inside out.

Sources - Maslach, C., & Leiter, M. P. (2016). Burnout. In Stress: Concepts, Cognition, Emotion, and Behavior. - Siegel, D. J. (2007). The Mindful Brain: Reflection and Attunement in the Cultivation of Well-Being.

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