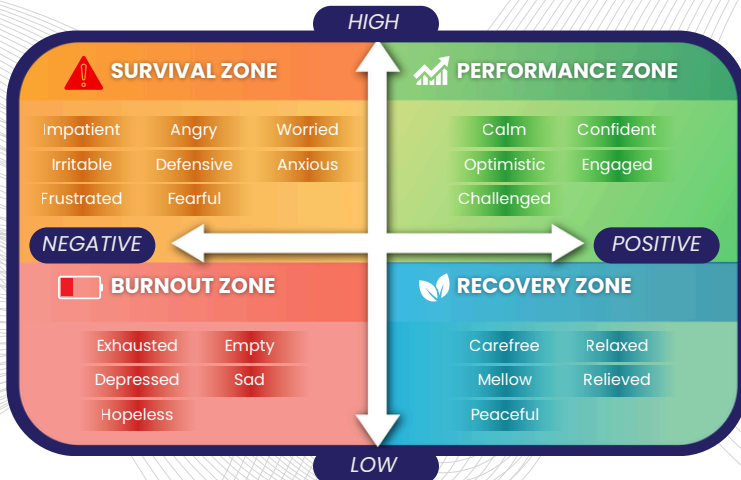


The Energy Audit

You may notice some people stay energized all day and wonder how they do it without draining their energy. Is it their diet, sleep, team, family, or time management? While all this matter, we often overlook a key question—how do they manage their energy?

High performers manage not just time, but their energy - physical, mental, emotional, and spiritual.

First, let's look at the energy quadrants:



The performance zone is where you want to be when you're working towards a specific goal. You feel upbeat, engaged, challenged, and optimistic.

The survival zone is high, negative energy - triggered by threat, shifting control to fight-or-flight and showing up as anxiety, irritability, fear, and self-criticism.

The burnout zone is low, negative energy - marked by feelings of helplessness, emptiness, and exhaustion.

The renewal zone is low, positive energy - a space to recharge and return to performance, marked by calm, serenity, and peace.

The key to sustainable high performance and well-being is to move regularly and deliberately between the performance zone and the recovery zone.



Now let's explore how to move into the performance/renewal zone.

Here's a quick checklist - note areas you need to work on. If unsure, ask a trusted person who knows you well to rate you. Feel free to add other aspects that matter to you.

PHYSICAL ENERGY	MENTAL ENERGY	EMOTIONAL ENERGY	SPIRITUAL ENERGY
Rest	Mindful intermittent breaks	Stay aware of your emotions throughout the workday.	What are the core values that you live by?
Diet	Listening/playing to music	Recognizing events that trigger heightened emotions	Are you aware of them?
Exercise	Engaging in a hobby	Buying time to respond rather than react	How do you identify and follow them?
Nutrition	Stimulating conversations about topics other than work	Communicate - can I get back to you on this after I've had time to gather my thoughts?	Intentionally allocate time and energy to what matters most.
Sleep	Managing negative thoughts	Deep abdominal breathing	Doing what you do best and enjoy most at work
Building Stamina	Avoid distractions when concentrating on a particular task/ in meetings	Exhaling slowly for five or six seconds induces relaxation recovery and turns off fight-or-flight response	What is your sweet and sour spot - at work?
	Being intentional and deliberate to pick up challenging work when energy is high	Have someone you trust to talk to - friend, colleague, family member, or therapist - for anything, big or small.	

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