

Instructions: Circle the number that reflects how much energy each item requires from you.
(1 = Low energy | 3 = Moderate energy | 5 = Very high energy)

1. Being in meetings or group discussions 1 2 3 4 5
2. Making high-stakes or time-sensitive decisions 1 2 3 4 5
3. Listening to others' stress, trauma, or concerns 1 2 3 4 5
4. Managing emails, messages, and follow-ups 1 2 3 4 5
5. Working in situations where you cannot provide the help you believe is needed 1 2 3 4 5
6. Holding multiple problems or priorities in your head at once 1 2 3 4 5
7. Making small talk or casual conversation 1 2 3 4 5
8. Staying emotionally present during difficult conversations 1 2 3 4 5
9. Organizing schedules, calendars, or logistics 1 2 3 4 5
10. Navigating policies or systems you do not fully agree with 1 2 3 4 5
11. Switching between tasks frequently 1 2 3 4 5
12. Navigating group dynamics or personalities 1 2 3 4 5
13. Managing your own emotional reactions while supporting others 1 2 3 4 5
14. Completing repetitive or detail-oriented tasks 1 2 3 4 5
15. Feeling tension between your role and your personal values 1 2 3 4 5
16. Solving complex or ambiguous problems 1 2 3 4 5
17. Being "on" or engaging for long periods 1 2 3 4 5
18. Feeling responsible for others' well-being or outcomes 1 2 3 4 5
19. Keeping track of multiple administrative responsibilities 1 2 3 4 5
20. Making decisions that impact others in difficult ways 1 2 3 4 5
21. Focusing for extended periods without interruption 1 2 3 4 5
22. Initiating conversations or outreach 1 2 3 4 5
23. Carrying interactions with you after the workday ends 1 2 3 4 5
24. Starting tasks you are not motivated to do 1 2 3 4 5
25. Managing frustration with systemic barriers or limitations 1 2 3 4 5



26. Learning new systems, processes, or information quickly	1 2 3 4 5
27. Networking or meeting new people	1 2 3 4 5
28. Supporting people who are overwhelmed, upset, or distressed	1 2 3 4 5
29. Finishing tasks when your energy is already low	1 2 3 4 5
30. Feeling responsible when outcomes are not what you hoped for	1 2 3 4 5
31. Anticipating problems or thinking several steps ahead	1 2 3 4 5
32. Managing conflict or interpersonal tension	1 2 3 4 5
33. Regulating your emotions in high-stress situations	1 2 3 4 5
34. Managing deadlines and competing priorities	1 2 3 4 5
35. Advocating for others within constrained systems	1 2 3 4 5
36. Processing large amounts of information at once	1 2 3 4 5
37. Communicating clearly when others are disengaged or distracted	1 2 3 4 5
38. Showing empathy even when you feel depleted	1 2 3 4 5
39. Following processes, policies, or documentation requirements	1 2 3 4 5
40. Witnessing inequities or unfair treatment	1 2 3 4 5
41. Making decisions with incomplete or unclear information	1 2 3 4 5
42. Adapting your communication style for different people	1 2 3 4 5
43. Managing emotional boundaries with others	1 2 3 4 5
44. Keeping systems organized and up to date	1 2 3 4 5
45. Balancing competing needs when there is no “right” answer	1 2 3 4 5
46. Being responsible for outcomes or final decisions	1 2 3 4 5
47. Being accessible or available to others throughout the day	1 2 3 4 5
48. Recovering after emotionally intense interactions	1 2 3 4 5
49. Handling interruptions while trying to complete tasks	1 2 3 4 5
50. Continuing to care in environments that feel misaligned with your values	1 2 3 4 5

Scoring Key

Cognitive Energy (Thinking + Decision-Making)

Add: 2, 6, 11, 16, 21, 26, 31, 36, 41, 46

Total: ____/50

Administrative Energy (Tasks + Logistics)

Add: 4, 9, 14, 19, 24, 29, 34, 39, 44, 49

Total: ____/ 50

Social Energy (Interaction + Engagement)

Add: 1, 7, 12, 17, 22, 27, 32, 37, 42, 47

Total: ____/50

Moral Energy (Values + Ethical Tension)

Add: 5, 10, 15, 20, 25, 30, 35, 40, 45, 50

Total: ____ / 50

Emotional Energy (Empathy + Holding Space)

Add: 3, 8, 13, 18, 23, 28, 33, 38, 43, 48

Total: ____/50

Scoring Guide

40-50 = High Energy Drain

This area requires significant energy and may be a major source of fatigue.

25-39 = Moderate Energy Use

This area is manageable but adds up over time.

10-24 = Lower Energy Demand

This area requires less energy for you personally.

Questions About Your Results? Let's Chat!

