

# Energy in, energy out

Stress and burnout are not only about too much demand. They are about the balance between what depletes you and what restores you.

An audit makes that balance visible. **It does not tell you what to do.** It tells you where the imbalance lives, which is the first thing worth knowing.

**i** **Low risk, low pressure.** This is a self-noticing tool. It does not require any changes.

## WHAT THIS IS

### A way of seeing balance

- Based on Sonnentag & Fritz's four recovery experiences
- A page to bring to a clinical conversation
- Permission to notice rather than to fix

## WHAT THIS IS NOT

### A measure of how stressed you are

- Not a diagnosis or assessment
- Not a productivity tool
- Not a list of things to do or stop on your own

## HOW TO USE IT

- 1 Read the four recovery experiences**  
Not all kinds of rest do the same work.
- 2 Fill in your two columns on page 2**  
A few items per column is enough.
- 3 Pick one row to notice**  
Choose one item to sit with, or to bring to a clinical conversation.

## THE FOUR RECOVERY EXPERIENCES

### DETACHMENT

#### Mentally away from the work

Not just physically away. The mind has stopped rehearsing the inbox, the meeting, the week ahead.

### RELAXATION

#### Low arousal, low demand

A settled body and mind. Nothing being asked of you in that moment.

### MASTERY

#### A challenge unrelated to the work

A creative or learning activity that produces a sense of competence outside the demand.

### CONTROL

#### Choosing how the time is spent

Time off allocated by you, not by other people's needs.

## MATCHING THE RECOVERY TO HOW YOU FEEL

### WHEN YOU FEEL WOUND UP

#### Racing, restless, switched on

Detachment and relaxation often land first. Mastery feels effortful when arousal is already high.

### WHEN YOU FEEL WOUND DOWN

#### Flat, foggy, heavy

Mastery and control often land first. Pure relaxation can deepen the flatness.

## A WORKED EXAMPLE

Anika, 41, worked hard for two years on a project that finally landed. Six weeks of leave have not produced the recovery she expected. **Her ledger shows why.**

### ENERGY IN

- Movement, when not tired
- Sleep, when it happens
- The garden
- A small number of close friendships

### ENERGY OUT

- The work, even now
- Inbox at evenings and weekends
- Decisions for the family
- Her mother's medical appointments

*The audit does not tell Anika what to do. It tells her the balance, and that what is missing is detachment, not more rest.*

## WHERE TO START, ON PAGE 2

Fill in your own two columns. The question worth taking into a clinical conversation: **where is the balance, and what kind of recovery has been missing?**

## REMEMBER

Rest restores the capacity to meet demand. It does not reduce the demand. If the situation is producing more load than recovery can absorb, the work is to look at the situation.

Based on: Sonnentag, S., & Fritz, C. (2007). The Recovery Experience Questionnaire. *Journal of Occupational Health Psychology*, 12(3), 204–221. . Bennett, A. A., Bakker, A. B., & Field, J. G. (2018). Recovery from work-related effort: A meta-analysis. *Journal of Organizational Behavior*, 39(3), 262–275.

**When your two columns are filled in, you can sit with what you notice, or bring it to a first conversation. Either is a fine next step.**

# Your energy ledger

A few items per column is enough. **The point is not to be complete.** The point is to see where the balance lives, and what kind of recovery has been missing.

## ENERGY IN

### What gives you energy

*Work that lands. Rest that restores. People. Movement. Quiet. Creativity. Nature. The small things that genuinely add back.*

## ENERGY OUT

### What takes from you

*The work itself. What you absorb on behalf of others. The meetings, the inbox, the commute. Situations you cannot exit. Decisions for the family.*

## WHAT I NOTICE FROM THIS AUDIT

### Where is the balance, and what kind of recovery has been missing?

## WHEN THE LEDGER IS FILLED IN

### You can sit with what you notice, or bring it to a first conversation.

The balance is useful information whether or not you book a session. If you would like to talk it through, the Meet and Greet is a short call to see if we are the right fit.

## MEET & GREET

Free  
15 minutes  
Online or in-person  
No obligation