

Energy Management Discussion Questions

1. When you think about your building/team, where do you see **energy vampires** at work? (Not people - systems, meetings, processes that suck the life out of everyone)
2. What are we asking people to do that we *know* depletes them but we keep doing anyway? Why haven't we stopped?
3. Which of the four energy dimensions (physical, emotional, mental, spiritual) is most neglected in our organization? What's the evidence?
4. If we audited every recurring meeting for its true energy cost - prep time, attendance, recovery, opportunity cost - which ones would fail the test?
5. Where do people in our building find energy? What are we doing to protect and expand those sources?
6. Be honest: Do we treat exhaustion as a badge of honor here? What messages do we send about overwork?
7. What would change if we managed energy instead of just managing time