

Performing Well, Feeling Off

Curated by Simon De Los Rios

WHO IS THIS FOR

This practice is for anyone hitting every goal that is supposed to make them happy, while feeling disconnected from the work itself.

PAIN

Doing everything right and still feeling flat, going through the motions instead of being in them.

SOLVES

Helps you tell the difference between what you are doing out of duty and what you actually want, so you know which one needs to change.

TOPIC

BURNOUT & OVERWHELM

CAREER TRANSITION

READ TIME
2 minutes

TIME REQUIRED
20–30 min

WHAT YOU NEED
notebook, pen

BEFORE YOU START

My invitation, take some time for yourself. Put your phone somewhere else and avoid distractions. Put on music you like and if you feel like it, brew yourself a nice cup of coffee or a tea. And lastly, but most importantly, try to have fun... this must be an activity to be enjoyed.

Step 1: Name what is working

Write down everything that is going well right now, by any outside measure. Title, salary, results, what people say about you.

- If a stranger read this list, would they think my life looks good?

Step 2: Check how it actually feels

Go through the same list. For each item, ask yourself.

- Does this genuinely feel good, or does it just look good?
- Am I doing this out of duty, or out of desire?

Step 3: Find the disconnect

Circle anything where the outside measure and the inside feeling do not match.

- What does it cost me to keep doing this without the feeling catching up?

Step 4: Choose one thing to test

Pick one item from your circled list. Decide on one small change, doing less of it, doing it differently, or stepping away from it for a short period, and commit to trying it for two weeks.

- What am I afraid will happen if I stop performing this one thing perfectly?
- What would I actually feel if I tried?

Example. Jane was a senior analyst with strong reviews, a good salary, and a manager who trusted her with the hardest projects. By any outside measure she was thriving. When she went through this practice, every item on her list looked good on the surface. But when she asked how each one felt, one answer surprised her, the project she was most praised for was the one she resented most. She had said yes to it because saying no felt impossible, not because she wanted to lead it. She chose to test something small, handing off one piece of that project to a colleague who had been asking for more responsibility. Two weeks later, for the first time in months, she looked forward to Monday.

BEFORE YOU CLOSE THIS

You do not need to change your whole life to fix this. One small test tells you more than a week of thinking about it.

CONTINUE WITH

The Energy Audit, once you know which parts of your work feel off, this tool helps you see exactly how much of your week they are taking up.

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Source: SDLR (original)