PRACTICE

Performing Well, Feeling Off

Curated by Simon De Los Rios

WHO IS THIS FOR

You hit every goal that is supposed to make you happy, and you still feel 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 want, so you know which one needs to change.

TOPIC

BURNOUT & OVERWHELM | CAREER TRANSITION

READ TIME	TIME REQUIRED	WHAT YOU NEED
2 minutes	20 to 30 min, then two weeks of testing	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, in the first column of the table. Title, salary, results, what people say about you.

WHAT IS GOING WELL	FEELS GOOD, OR ONLY LOOKS GOOD?	DUTY OR DESIRE?

– *Which of these would I be proud to tell a close friend, and which would I mention only because I am supposed to?*

Step 2: Check how it feels

Go through the same list. For each item, write Good or Looks good in the second column, then Duty or Desire in the third.

– *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. Fill in the card.

THE TEST *For two weeks I will* _____

CHECK DATE *I will check on* _____

LOOK FOR *What I will look for:* _____

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

BEFORE YOU CLOSE THIS

Write the date two weeks from today on the card, and what you will look for.

CONTINUE WITH

Stay, Go, or Build, if the two-week test confirms the feeling, this practice helps you decide what to do about it.

Curated by: Simon De Los Rios
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