

FREE AUDIT | 5 MINUTES

What is your success costing you?

For high-achieving professionals balancing work and family.

Achievement Debt is our term for the personal costs that accumulate when work repeatedly draws from time and energy needed for family, recovery, and life outside work.

Think about the past 7 days. Enter one number beside each statement.

0 = Never 1 = Rarely 2 = Sometimes 3 = Often 4 = Almost always

ENERGY & RECOVERY

1. Work left me too depleted for meaningful time at home.
2. I skipped recovery time to complete more work.
3. Even when work stopped, I kept mentally working.

TIME & BOUNDARIES

4. Nonurgent work interrupted planned family time.
5. I checked work messages during personal time without a clear need.
6. I accepted extra work without checking my family commitments.

PRESENCE & CONNECTION

7. My family received my divided attention.
8. I postponed a conversation or shared activity because of work.
9. I brought work frustration into interactions at home.

IDENTITY & CHOICE

10. Rest felt unproductive or undeserved.
11. My sense of worth depended on what I accomplished at work.
12. I put off something personally meaningful until work slowed down.

Reflection tool only: this audit has not been validated and is not a clinical assessment. Scores do not diagnose burnout, relationship distress, or any condition.

YOUR NEXT STEP

Turn awareness into one change.

Use your answers to choose a manageable experiment for the next 7 days.

Add each group of three answers (0-12 per group). A higher subtotal means you reported that pattern more frequently this week; there are no diagnostic cutoffs.

Energy & recovery (items 1-3): Time & boundaries (items 4-6):**Presence & connection (items 7-9): Identity & choice (items 10-12):**

Start with the highest subtotal, or the area that matters most to you. If groups tie, choose the one you can influence this week. Consider schedule and caregiving demands.

Match the pattern to a first step

Energy: protect one realistic 10-15 minute recovery break on 3 days.

Boundaries: clarify one nonurgent after-hours expectation with your manager.

Connection: agree on a 15-minute, phone-free family check-in on 3 days.

Identity: schedule one meaningful activity that is unrelated to achievement.

The pattern I want to change, and what it is costing me:**My 7-day experiment: I will [action] on [days/time], with [support].**

Review after 7 days: What changed? What got in the way? Adjust the plan rather than judging yourself. Want guided tools? Try the Achievement Debt Reset Kit worksheets.