



WORKPLACE SQUEEZE SNAPSHOT

IDENTIFYING CONDITIONS THAT QUIETLY
DRAIN CAPACITY AT WORK

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INTRODUCTION

Are you operating inside conditions that quietly drain capacity?

Most people are not exhausted because they lack resilience. They are exhausted because work is pulling them in opposing directions.

This 5-minute snapshot helps you see where pressure may be concentrating in your current work environment.

How to use this:

Answer based on your real, day-to-day experience. Choose the response that feels true most of the time. Do not overthink.

Scale:

Strongly Agree

Agree

Neutral

Disagree

Strongly Disagree

A. UNSTABLE DIRECTION

- Priorities shift without clear explanation.
- Decisions are revisited after they seemed settled.
- I spend time guessing what matters most right now.
- I recalibrate my work repeatedly due to changing direction.

B. INVISIBLE LOAD

- I rely on workarounds to get important work done.
- I've taken on responsibilities that are not formally mine.
- I bridge gaps that no one has clearly named or owned.
- Extra coordination effort has quietly become normal.

C. RELATIONAL CONTAINMENT

- I smooth tension between people or groups.
- I hold concerns privately to avoid creating friction.
- I translate or reinterpret decisions so others can accept them.
- I absorb emotional strain so work can keep functioning.

D. CAPACITY DRIFT

- Sustained extra effort has become my baseline.
- It feels risky to stop doing certain tasks, even briefly.
- Rest does not fully restore my clarity or energy.
- I operate beyond the formal scope of my role more often than not.

REVIEWING YOUR SNAPSHOT

Look at where you marked the most “Agree” or “Strongly Agree” responses. Notice which section felt immediately familiar. That is likely where pressure is concentrating.

If **UNSTABLE DIRECTION** stood out:

You may be operating in a **Directional Squeeze**. Change is outpacing shared clarity. Work requires constant recalibration. People adapt by guessing, scanning, and adjusting.

This does not mean you are disorganized. It means orientation is unstable.

If **INVISIBLE LOAD** stood out:

You may be operating in a **Structural Squeeze**. Gaps, trade-offs, and unresolved tensions are being bridged informally. Competent people absorb what the structure has not clarified.

This does not mean you are overcommitted. It means strain is being quietly redistributed.

If **RELATIONAL CONTAINMENT** stood out:

You may be operating in a **Relational Squeeze**.

Tension is being managed privately rather than addressed openly.

Harmony is preserved through personal effort.

This does not mean you avoid conflict. It means emotional labor is carrying structural weight.

If **CAPACITY DRIFT** stood out:

You may be operating in a **Capacity Squeeze**.

Extra effort has become normal. Stopping feels risky.

Recovery feels partial.

This does not mean you lack boundaries. It means the system is demanding more coherence than it is generating.

What This Snapshot Is Showing You

This is not a personality score. It is not a burnout diagnosis. It is not a judgment. It is a map of where pressure is **concentrating**. When squeeze conditions stack, effort increases long before performance visibly fails. Seeing the pattern the first step.

If this Resonated

The Squeeze Course explores how to work with these conditions without absorbing their full cost. It is a full version of the Workplace Squeeze Assessment

Sign up for course at:

<https://behavingbadlyhq.com/the-squeeze-course>

We continue the investigation there.

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