



Energy Drainer Exercise Options

A virtual brainstorm of ideas...

As part of UPSchool we work with the Hierarchy of Motivation® from Motivation Factor Institute to boost energy, improve relationships, generate engagement and gain alignment in support of managing motivation in ourselves and others.

The Energy Drainer Exercise asks us to generate options for achieving what we want and it's often helpful to have ideas other than the ones we can come up with in our own heads. This is a list you can use anytime to inspire and add to your own list and others'.

I want more time

- Quit
- Say no to more work
- Ignore requests
- Delegate
- Block your calendar for alone time
- Close your door
- Have office hours
- Plan time in for unknowns

I want less stress

- Retire
- Assertively communicate with the source of the frustration
- Let it go
- Change your environment
- Ask for help
- Throw a fit
- Cry
- Use humor

I want to feel successful

- Change your definition of success
- Allow it to fail on purpose
- Focus on successful process vs result
- Share your concerns
- Confirm expectations
- Confirm expectations with your manager
- Ask for clarification
- Ask “by when do you need this?”

I want to be able to do my job

- Communicate the consequences
- Let them know what you *can* do
- Provide a deadline
- Provide a time range
- Be specific with expectations
- Use the “I will go ahead with (this option) unless I hear from you”
- Use the assertive communication guide in UPschool

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