

Two-Week Empower & Drain Challenge

(Inspired by Marcus Buckingham)

Instructions for Managers and HR Leaders:

Have each employee complete this form at the end of each workday, noting key activities that either empowered (energized and motivated) or weakened (drained and demotivated) them. The goal of this exercise, inspired by Marcus Buckingham's strengths-based leadership principles, is to help employees gain clarity on their personal strengths and challenges.

After 14 consecutive days, schedule individual meetings with each employee to review their reflections. Discuss and identify patterns of empowerment and drainage. Use these insights to align each employee's strengths with your departmental and organizational goals. Consider ways to maximize engagement by leveraging empowering activities and, where possible, reducing or reassigning tasks that employees consistently find weakening.

This exercise will help foster an environment that boosts productivity, job satisfaction, and overall team performance by aligning roles more closely with individual strengths.

Day 1

Task/Activity	Empowers Me (E)	Weakens Me (W)

Day 2

Task/Activity	Empowers Me (E)	Weakens Me (W)

Day 3

Task/Activity	Empowers Me (E)	Weakens Me (W)

Day 4

Task/Activity	Empowers Me (E)	Weakens Me (W)

Day 5

Task/Activity	Empowers Me (E)	Weakens Me (W)

Day 6

Task/Activity	Empowers Me (E)	Weakens Me (W)

Day 7

Task/Activity	Empowers Me (E)	Weakens Me (W)

Day 8

Task/Activity	Empowers Me (E)	Weakens Me (W)

Day 9

Task/Activity	Empowers Me (E)	Weakens Me (W)

Day 10

Task/Activity	Empowers Me (E)	Weakens Me (W)

Day 11

Task/Activity	Empowers Me (E)	Weakens Me (W)

Day 12

Task/Activity	Empowers Me (E)	Weakens Me (W)

Day 13

Task/Activity	Empowers Me (E)	Weakens Me (W)

Day 14

Task/Activity	Empowers Me (E)	Weakens Me (W)