Superpowers and Kryptonite

A 14-day journal for noticing your energy at work

Spend a few minutes at the end of each day recording a specific activity that gave you energy and one that drained it. Date each entry as you go. Look for patterns across your 14 entries.

What to notice

SUPERPOWERS

Natural strengths that give you energy when you use them. A strength may still be undeveloped; you do not need to have mastered it.

Clues: you feel stronger, time moves quickly, and you look forward to doing it again.

KRYPTONITE

Tasks or work experiences that drain your energy, even when you can do them well.

Clues: time slows, motivation fades, and it becomes harder to focus.

Fill it in and keep it

1. Save a copy. Download the PDF and open your saved copy in a PDF reader that supports fillable forms. Browser, phone and preview apps can behave differently.

2. Type or write. Click a response area to type; use Tab to move between fields. Tick any clues you notice. Keep notes brief so every response stays visible. You can also print the pages and write by hand.

3. Check your first save. After Day 1, save, close and reopen the file to confirm your entries are still there. Save again after each entry, and check the print preview before printing.

Your daily notes are yours to keep. Choose which patterns, if any, you want to bring into the separate Goal Alignment worksheet with your manager.

An exercise from Beyond Headcount. Continue exploring these ideas in the book and full course.

Day 1

Date

Notice specific activities and the conditions around them. The clues are optional prompts for reflection.

1 What gave me energy today

What was I doing, and how did I feel during and after it?

- [ ] Felt stronger
- [ ] Time moved quickly
- [ ] Gained energy
- [ ] Want to return

2 What drained my energy today

What was I doing, and how did I feel during and after it?

- [ ] Time felt slow
- [ ] Felt drained
- [ ] Motivation faded
- [ ] Harder to focus

3 What else shaped the experience

Consider the task, timing, setting, people or support available.

4 One thing I want to notice tomorrow

Day 2

Date

Notice specific activities and the conditions around them. The clues are optional prompts for reflection.

1 What gave me energy today

What was I doing, and how did I feel during and after it?

- [ ] Felt stronger
- [ ] Time moved quickly
- [ ] Gained energy
- [ ] Want to return

2 What drained my energy today

What was I doing, and how did I feel during and after it?

- [ ] Time felt slow
- [ ] Felt drained
- [ ] Motivation faded
- [ ] Harder to focus

3 What else shaped the experience

Consider the task, timing, setting, people or support available.

4 One thing I want to notice tomorrow

Day 3

Date

Notice specific activities and the conditions around them. The clues are optional prompts for reflection.

1 What gave me energy today

What was I doing, and how did I feel during and after it?

- [ ] Felt stronger
- [ ] Time moved quickly
- [ ] Gained energy
- [ ] Want to return

2 What drained my energy today

What was I doing, and how did I feel during and after it?

- [ ] Time felt slow
- [ ] Felt drained
- [ ] Motivation faded
- [ ] Harder to focus

3 What else shaped the experience

Consider the task, timing, setting, people or support available.

4 One thing I want to notice tomorrow

Day 4

Date

Notice specific activities and the conditions around them. The clues are optional prompts for reflection.

1 What gave me energy today

What was I doing, and how did I feel during and after it?

- [ ] Felt stronger
- [ ] Time moved quickly
- [ ] Gained energy
- [ ] Want to return

2 What drained my energy today

What was I doing, and how did I feel during and after it?

- [ ] Time felt slow
- [ ] Felt drained
- [ ] Motivation faded
- [ ] Harder to focus

3 What else shaped the experience

Consider the task, timing, setting, people or support available.

4 One thing I want to notice tomorrow

Day 5

Date

Notice specific activities and the conditions around them. The clues are optional prompts for reflection.

1 What gave me energy today

What was I doing, and how did I feel during and after it?

- [ ] Felt stronger
- [ ] Time moved quickly
- [ ] Gained energy
- [ ] Want to return

2 What drained my energy today

What was I doing, and how did I feel during and after it?

- [ ] Time felt slow
- [ ] Felt drained
- [ ] Motivation faded
- [ ] Harder to focus

3 What else shaped the experience

Consider the task, timing, setting, people or support available.

4 One thing I want to notice tomorrow

Day 6

Date

Notice specific activities and the conditions around them. The clues are optional prompts for reflection.

1 What gave me energy today

What was I doing, and how did I feel during and after it?

- [ ] Felt stronger
- [ ] Time moved quickly
- [ ] Gained energy
- [ ] Want to return

2 What drained my energy today

What was I doing, and how did I feel during and after it?

- [ ] Time felt slow
- [ ] Felt drained
- [ ] Motivation faded
- [ ] Harder to focus

3 What else shaped the experience

Consider the task, timing, setting, people or support available.

4 One thing I want to notice tomorrow

Day 7

Date

Notice specific activities and the conditions around them. The clues are optional prompts for reflection.

1 What gave me energy today

What was I doing, and how did I feel during and after it?

- [ ] Felt stronger
- [ ] Time moved quickly
- [ ] Gained energy
- [ ] Want to return

2 What drained my energy today

What was I doing, and how did I feel during and after it?

- [ ] Time felt slow
- [ ] Felt drained
- [ ] Motivation faded
- [ ] Harder to focus

3 What else shaped the experience

Consider the task, timing, setting, people or support available.

4 What pattern am I beginning to notice

Day 8

Date

Notice specific activities and the conditions around them. The clues are optional prompts for reflection.

1 What gave me energy today

What was I doing, and how did I feel during and after it?

- [ ] Felt stronger
- [ ] Time moved quickly
- [ ] Gained energy
- [ ] Want to return

2 What drained my energy today

What was I doing, and how did I feel during and after it?

- [ ] Time felt slow
- [ ] Felt drained
- [ ] Motivation faded
- [ ] Harder to focus

3 What else shaped the experience

Consider the task, timing, setting, people or support available.

4 One thing I want to notice tomorrow

Day 9

Date

Notice specific activities and the conditions around them. The clues are optional prompts for reflection.

1 What gave me energy today

What was I doing, and how did I feel during and after it?

- [ ] Felt stronger
- [ ] Time moved quickly
- [ ] Gained energy
- [ ] Want to return

2 What drained my energy today

What was I doing, and how did I feel during and after it?

- [ ] Time felt slow
- [ ] Felt drained
- [ ] Motivation faded
- [ ] Harder to focus

3 What else shaped the experience

Consider the task, timing, setting, people or support available.

4 One thing I want to notice tomorrow

Day 10

Date

Notice specific activities and the conditions around them. The clues are optional prompts for reflection.

1 What gave me energy today

What was I doing, and how did I feel during and after it?

- [ ] Felt stronger
- [ ] Time moved quickly
- [ ] Gained energy
- [ ] Want to return

2 What drained my energy today

What was I doing, and how did I feel during and after it?

- [ ] Time felt slow
- [ ] Felt drained
- [ ] Motivation faded
- [ ] Harder to focus

3 What else shaped the experience

Consider the task, timing, setting, people or support available.

4 One thing I want to notice tomorrow

Day 11

Date

Notice specific activities and the conditions around them. The clues are optional prompts for reflection.

1 What gave me energy today

What was I doing, and how did I feel during and after it?

- [ ] Felt stronger
- [ ] Time moved quickly
- [ ] Gained energy
- [ ] Want to return

2 What drained my energy today

What was I doing, and how did I feel during and after it?

- [ ] Time felt slow
- [ ] Felt drained
- [ ] Motivation faded
- [ ] Harder to focus

3 What else shaped the experience

Consider the task, timing, setting, people or support available.

4 One thing I want to notice tomorrow

Day 12

Date

Notice specific activities and the conditions around them. The clues are optional prompts for reflection.

1 What gave me energy today

What was I doing, and how did I feel during and after it?

- [ ] Felt stronger
- [ ] Time moved quickly
- [ ] Gained energy
- [ ] Want to return

2 What drained my energy today

What was I doing, and how did I feel during and after it?

- [ ] Time felt slow
- [ ] Felt drained
- [ ] Motivation faded
- [ ] Harder to focus

3 What else shaped the experience

Consider the task, timing, setting, people or support available.

4 One thing I want to notice tomorrow

Day 13

Date

Notice specific activities and the conditions around them. The clues are optional prompts for reflection.

1 What gave me energy today

What was I doing, and how did I feel during and after it?

- [ ] Felt stronger
- [ ] Time moved quickly
- [ ] Gained energy
- [ ] Want to return

2 What drained my energy today

What was I doing, and how did I feel during and after it?

- [ ] Time felt slow
- [ ] Felt drained
- [ ] Motivation faded
- [ ] Harder to focus

3 What else shaped the experience

Consider the task, timing, setting, people or support available.

4 One thing I want to notice tomorrow

Day 14

Date

Notice specific activities and the conditions around them. The clues are optional prompts for reflection.

1 What gave me energy today

What was I doing, and how did I feel during and after it?

- [ ] Felt stronger
- [ ] Time moved quickly
- [ ] Gained energy
- [ ] Want to return

2 What drained my energy today

What was I doing, and how did I feel during and after it?

- [ ] Time felt slow
- [ ] Felt drained
- [ ] Motivation faded
- [ ] Harder to focus

3 What else shaped the experience

Consider the task, timing, setting, people or support available.

4 What pattern do I want to remember