EPISODE NOTES

Thank you for joining the Craig Groeschel Leadership Podcast! Many leaders think they can do more by coming in to work early and staying late, but simply working more hours almost always leads to feeling overwhelmed, a poor work-life balance, and a difficulty disconnecting your work life from your personal life. But here’s the issue: what if you’re doing the right things, but at the wrong times?

Energy management is a science and an art. Most people tend to understand the science: if you get adequate sleep, exercise, and eat a healthy diet, chances are you’re going to create more energy. But it’s also an art. What energizes one person may not energize another person, and conversely, what sucks the life out of someone might be a catalyst for someone else.

Start by acknowledging two big ideas:

1. You are better at some things at some times than at others.
2. Different tasks take different amounts of energy.

Next, determine and define two things:

1. What drains you?
2. What sustains you?

One of the best ways to do this is through an Energy Audit. Make a list of regular tasks, responsibilities, and decisions, and assign higher or lower negative number values to what drains you (-1 or -2) and positive values to what energizes you (+1, +2).

Use your audit to figure out your rhythms. You may not be able to fully control your schedule but try to devote time to doing things that sustain you. If you must do something draining on Monday, don’t load up several draining activities on Tuesday. You won’t want to even come in on Wednesday! When you’re planning your work week, consider blocking your time into categories, like “To Do” or “To Create” or “Decisions.” Create a budget for your energy.
This isn’t just a day-to-day thing, either. Energy management is something that requires you to consider your days, your weeks, your months, and even your years. For instance, you might have months that require you to go hard—if that drains you, try to add in months that replenish you.

As you go through your audit results, try to do these three things:

- When possible, **delegate, eliminate, or automate** what drains you.
- When possible, **do more of what sustains and energizes you**.
- Always **create the rhythms** for your **peak production** and fulfillment.

Remember, you don’t have to know it all to be a great leader! Be yourself. People would rather follow a leader who is always real than one who is always right.

**DISCUSSION QUESTIONS**

Here’s an exercise you can do to grow as a leader—ask yourself and your team these questions:

1. What energizes you? What drains you?
2. What are you doing now that drains you that you can delegate, eliminated or automate?
3. How will you reprioritize your leadership around what energizes and fulfills you?

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