

Building your Energy and Resilience

Take the **SPICE** questionnaire, adapted from Harvard Business Review, to assess how well you look after and manage your energy levels. Please tick the statements below which are true for you.

Spiritual	
	I don't spend enough time at work doing what I do best and enjoy most
	There are significant gaps between what I say is most important to me and how I actually allocate my time and energy
	My decisions at work are more often influenced by external demands than by a strong, clear sense of my own purpose
	I don't invest enough time and energy in making a positive difference to others or to the world
Physical	
	I don't regularly get at least seven to eight hours sleep and I often wake up feeling tired
	I frequently skip breakfast or I settle for something that isn't nutritious
	I don't exercise enough ie aerobic training 3x a week and strength training 1x a week
	I don't take regular breaks during the day to truly renew and recharge, or I often eat at my desk, if I eat at all
Intellectual	
	I rarely read a book, or visit a museum or gallery or take a walk in the countryside
	I spend much of my time reacting to immediate crises and demands rather than focusing on activities with longer-term value and greater worth
	I don't take enough time for reflection, strategizing and creative thinking
	I work in the evenings or at weekends and I almost never take an email-free holiday
Career	
	I have difficulty focusing on one thing at a time, and I am easily distracted during the day, especially by email
	I don't have the time or resources to do my job as well as I would like to
	I spend too much time reacting to other people's demands and don't have enough control over how I do my job
	I don't feel my efforts at work achieve anything of lasting value or are not connected to the bigger picture
Emotional	
	I frequently find myself feeling irritable, impatient, or anxious at work, especially when work is demanding
	I don't have enough time with my family and loved ones, and when I'm with them, I'm not always really with them
	I have too little time for the activities I most deeply enjoy
	I don't stop frequently enough to express my appreciation to others or to savour my accomplishments and blessings

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Score your results

Count how many items you have ticked and record the number in the top left box below, then look at the Guide to Scores in the bottom left box. How well are you doing overall?

Count how many items you ticked in each category and record in the top right box below, then look at the Guide to Category Scores in the bottom right box. Which areas do you need to work on?

<p>How is your overall energy? Total number of statements ticked: _____</p>	<p>What do you most need to work on? Number of ticks in each category: Spiritual _____ Physical _____ Intellectual _____ Career _____ Emotional _____</p>
<p>Guide to scores 0-4: excellent energy management skills 5-8: reasonable energy management skills 9-12: just about managing energy levels 13-16: significant energy management deficits 17-20: a fully-fledged energy management crisis</p>	<p>Guide to category scores 0: excellent energy management skills 1: strong energy management skills 2: significant deficits 3: poor energy management skills 4: a fully-fledged energy management crisis</p>

Now think about what actions you could take in the five **SPICE** energy areas to look after them better. Here are some questions that can help you identify some actions.

- **Spiritual** - what are your top three values? How do you live them? What is important to you? How do you want to be remembered?
- **Physical** - how well do you look after your body? Do you sleep well, exercise regularly, eat healthily?
- **Intellectual** - how do you keep an active mind? What do you find mentally stimulating? What do you enjoy doing?
- **Career** - what do you want to achieve? Where do you get your plaudits?
- **Emotional** - how do you show appreciation to others? How and to whom do you express your feelings? What cheers you up when you feel negative?

See the **Energy Management Action Plan** for more ideas and to record your own actions.