



Compensation Continuum

A Piece of the Pie

1. **Take a typical day or, if it's easier, think of what you did yesterday and give a rough estimate to how much time and energy you spend on your usual tasks.**

Considering both time and energy is important because plenty of activities take a lot of time but little energy (chores like ironing and washing dishes) and others give/take a lot of energy in a short amount of time (a cat nap, arguing with your partner/kids, going for a 20 minute walk, watching TV for an hour).

2. **Now create a pie chart that shows these estimates. Right next to this 'real' pie chart, create a second 'what if?' pie chart.**

Is your slice of work pie too big (especially if you aren't energized by your job)? Is the amount of time you spend gardening, cooking, playing games with your kids etc. large enough?

3. **As you compare the two pies, brainstorm a list of ways to bring them into alignment.**

This usually starts with being realistic--to yourself and others--with your time. **Work on making one key shift for 30 days**, focusing your time and energy on a doable and energizing tweak. If you're struggling, because let's face it, it can be tricky to really make even small tweaks to our pie, reach out for support and encouragement from a trusted, friend, colleague, mentor, or coach.



Your Stop Doing List

Please take a moment to jot down the top 10 skills and activities that you can do but don't feel really connected to, engaged in, or maximally challenged.

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

Now pick the Top 5 Skills and Activities that you would add first to your "Stop Doing" List:

- 1.
- 2.
- 3.
- 4.
- 5.

Start to brainstorm ways you can proactively remove these activities from your routine. Can you share the responsibility with someone else in exchange for helping take something off their "Stop Doing" List? Can you have a conversation with a key person/decision-maker in which you make the case for spending more time and energy on activities that really feed you, challenge you, and get you "in the flow"? In your own time-and-self-management, what steps can you take to get items off this list?