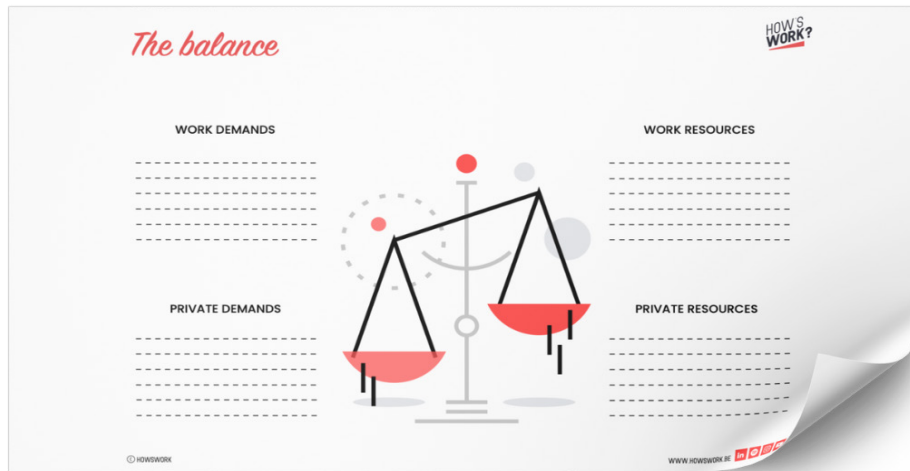


THE BALANCE



PREPARATION

Download the exercise **'The Balance'** and use it during a team meeting or a one-on-one conversation. Show the **explainer video** to the team or colleague to provide context for the exercise.

MATERIAL

- 'The balance' exercise
- pens

OBJECTIVES

- Insight into the various resources and demands that influence pressure at work
- Understanding of the current state of the balance.
- Awareness of one's own impact on the balance.
- Have a dialogue on how to bring the balance into better alignment.

FORMAT

PHYSICAL: When doing this exercise physically, we recommend you to print the pdf for every individual.

ONLINE: The exercise is an interactive PDF in which you can take notes during a digital meeting.

EXPLANATION

With this exercise, I want to take a moment to map out the work pressure together with you. I want to have an open conversation about how you experience the balance between energy-giving factors (resources) and energy-demanding factors (demands), and define concrete action points together afterwards.

INSTRUCTIONS

STEP 1 | Give team members a few minutes to individually reflect on the demands and resources at work using the provided list. Ask them to fill in at least **3 work demands** and at least **3 work resources** in the top two sections of the balance.

STEP 2 | Next, ask them to do the same for personal demands and resources. Let them fill in **3 personal demands** and at least **3 resources** in the bottom two sections of the balance.

STEP 3 | Invite team members to **share** how their balance looks. Is it in or out of balance? What specifically causes this? Allow ample time for team members to share their thoughts. *Important: Make it clear that sharing their balance is optional and not required.*

STEP 4 | Ask team members to discuss, either individually or in pairs, how they can **personally impact** these resources and demands. Then, have a debrief with the whole team on what they discussed.

STEP 5 | Ask team members to discuss, individually or in pairs, what **opportunities** exist within the team to bring the balance more in balance. Share these insights in the group.

STEP 6 | Write down **3 concrete action points** the team will work on in the upcoming period.