The Energy Project

ORGANIZATIONAL ASSESSMENT

The Energy Audit: Full Picture

Your engagement survey gives you a number. The Energy Audit tells you what's driving it.

What It Measures

The Energy Audit: Full Picture is a 50-question assessment measuring the capacity a person, and, in turn, the workforce as a collective, is drawing on to meet the full range of what's asked of them. For employees, it shows where their energy is draining and where more is available to them. The anonymized, aggregate results also give leaders a heatmap of where energy is being depleted across the organization, and what it would take to build that capacity back.

Engagement vs. Energy

An engagement survey delivers a clear signal of how motivated, satisfied, and connected employees feel to their organization. The Energy Audit gives meaning to that number with clarity into the behaviors that fuel it and tangible practices people can start influencing directly. Specific practices like fueling the body, renewing on a regular rhythm, staying present under pressure, and connecting to a clear sense of purpose are what build workplace effectiveness and sustainable engagement.

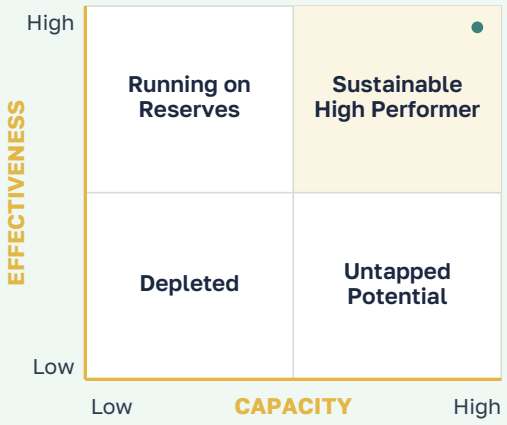
The Four Patterns

Sustainable High Performer: High scores across the board signal a likelihood that high capacity will allow effectiveness to sustain over the longer term.

Untapped Potential: Scores indicate capacity is available, but there could be something blocking it from fully showing up in effectiveness at work.

Running on Reserves: Scores indicate high effectiveness, but low capacity, meaning people might not be able to maintain their current levels of performance much longer.

Depleted: Scores indicate that both capacity and effectiveness have real room to grow. Generally focusing on unlocking capacity is a good place to start.



Why Now

When this work began in the early 2000s, demand was just starting to outpace what people could sustain, and the gap continues to widen. Smartphones and laptops erased the natural stopping points in a day and COVID further blurred the separation between work and home life. That layered on top of more information, faster, less unstructured time, and the uncertainty around AI, the economy, and the geopolitical situation. Most people are managing all of it without a clear picture of which specific factors are most influencing how they're showing up. This audit provides that picture.

What Happens Next

We can't change what we don't notice, but noticing changes everything. Once it's clear what's depleting energy, at both the individual and organizational level, the work can begin. Sometimes the answer is simple behavior change. Our flagship programs, **PeopleFuel** and **LeaderFuel**, provide the blueprint for that, teaching employees the critical keys to managing their own energy and the energy of their teams, respectively. Other times, there is deeper resistance, fear, and cultural messaging keeping energy-depleting behaviors in place, which we address through consulting, coaching, and targeted programs like Collaboration Unlocked, Courage Unlocked, and Resilience Unlocked. Because the audit can be retaken over time, organizations see not just where energy is being depleted today, but also how effective their proposed solutions are over time.

Your Results

Your Dashboard

Each organization gets a dashboard of results that update in real time as responses come in, with access that can be scoped by function or team. Results can be filtered by demographics determined upfront, including location, division, seniority level, and manager vs. individual contributor. A finance lead, for example, sees only their own function's results, without needing the full organizational view. To protect individual anonymity, results are only shown for groups that meet a minimum size threshold, even when multiple filters are combined.

Individual Results

People are drawn to learning more about themselves, which is part of why personality and strengths diagnostics are so popular. Unlike other organizational assessments, the Energy Audit gives every respondent their own energy profile: the specific behaviors most affecting their energy, and one clear action to start with. Those same scores, aggregated and anonymized, feed the organization's dashboard. More than 15,000 people have chosen, on their own, to take an earlier version of this assessment through our website.

Side by Side

An engagement survey might ask...	The Energy Audit explores...
“The amount of stress in my job is manageable.”	**Whether people are renewing their energy, protecting their focus, and drawing on support to meet demands.**
“We do a good job of sharing knowledge across different teams.”	**Whether people contribute to collective outcomes, elevate others, and consider other perspectives.**
“People on my team adapt effectively when priorities change.”	**How people manage their reactions, consider different perspectives, and respond to setbacks.**

Contact us today at **info@theenergyproject.com** to launch a pilot with a sample population and see what it reveals.