

Audit the Emotional Architecture of the Work.

A 20-minute practice for examining whether demanding work remains deeply human.

Do not ask whether the workplace is “fun.” Ask what the work makes possible.

1 CHALLENGE

Are people being asked to think, stretch, solve, question, and improve - or simply absorb more pressure?

2 CURIOSITY

Is there room to wonder, explore, experiment, ask “what if?”, or be surprised by what emerges?

3 HUMANITY

Can people laugh, connect, tell stories, admit uncertainty, and remain fully human while doing serious work?

4 GRATITUDE

Do people know when their effort, care, judgement, and contribution have mattered? Is appreciation specific?

5 TRUTH

Can someone say “This is not working” without being treated as negative? Can difficult emotion coexist with hope?

6 CHOICE

Is playfulness invited and voluntary - or has “fun” become another performance requirement?

NOW LOOK FOR THE PATTERN

1 Where is challenge productive - and where is it simply pressure?

2 Where is joy authentic - and where is positivity being performed?

3 What is one small change that would make demanding work more human without lowering the standard?

High standards. High humanity.