
A FACILITATED CONVERSATION

Lead at Work, Thrive at Home

Managing Decision Fatigue, with Casey Grimes, PCC, M.Ed

WHAT WE'LL WALK AWAY WITH

- Identify the root causes of decision fatigue and its effects on productivity, well-being, and relationships.
- Explore practical tools to reduce the number of daily decisions and conserve mental energy.
- Discover how energy consciousness helps us make more intentional, aligned decisions at work and at home.

?

How many decisions have you
already made today?

OI

UNDERSTANDING DECISION FATIGUE

I,600

The average person makes more than sixteen hundred decisions a day. Most of them are invisible.

What to wear

How to respond

What to say next

How to appear

Turning left

Stopping at the red light

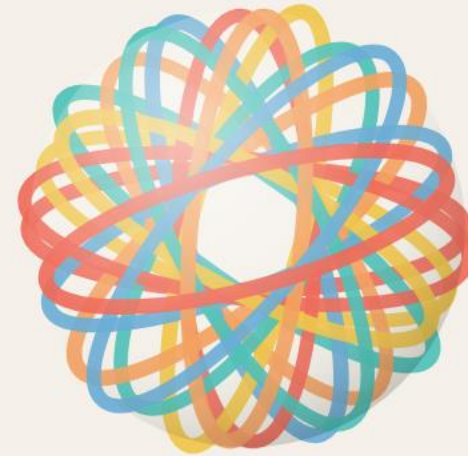
WHAT IS DECISION FATIGUE?

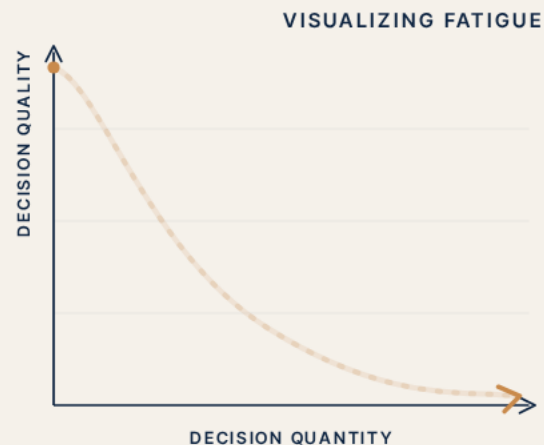
Decision-making is a
form of **mental
exertion**.



The more decisions you make, the more your ability to make high-quality decisions deteriorates. This phenomenon is known as decision fatigue.

- Each decision adds another band to the ball.
- You'll have one on your table today. Keep unraveling it as we go.
- Make it all the way through and there's a prize waiting at the end.





VISUALIZING FATIGUE

Decision quality vs. quantity.

Early in the day we feel sharp and in control, and quality is high. As the count climbs, control feels like it's slipping, so we make even more decisions to grab it back. Quality drops while quantity keeps rising.

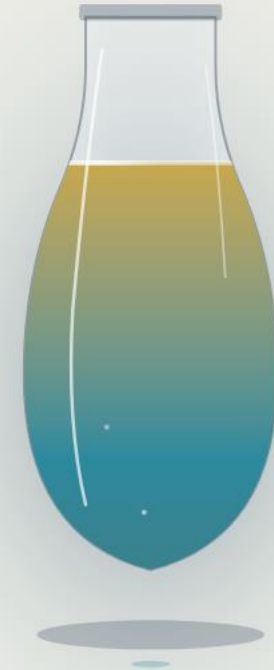
- Peak clarity lives in the first decisions of the day.
- More decisions $\neq$ more control. Usually the opposite.
- The fatigue isn't loud. It's a curve we don't feel bending.

02

THE HIDDEN COST OF CONSTANT PERFORMANCE

THE HIDDEN COST

The pressure of always being **on** doesn't show up as a crash. It shows up as a slow **drain**.



RESERVES

75%

WHAT IT ACTUALLY FEELS LIKE

Burnout. Emotional exhaustion. Reactive decision-making. We feel it in our leadership, our parenting, our patience.



RESERVES
45%

AND EVENTUALLY

Empty.

This is the cost we don't see coming.

— WHICH IS WHY WE HAVE TO TALK ABOUT ENERGY



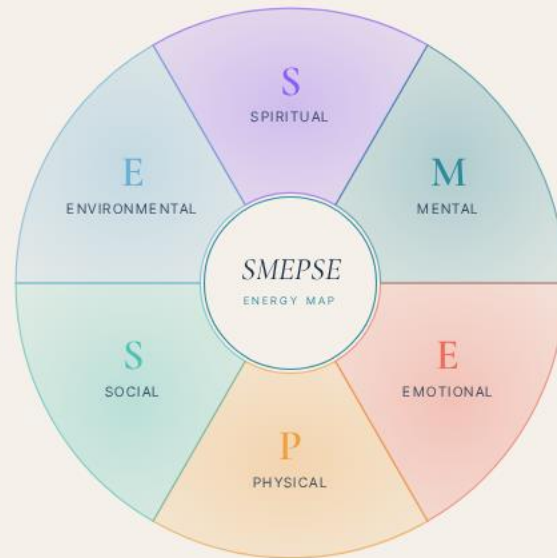
RESERVES
15%

03

THE 6 AREAS OF ENERGY

THE 6 AREAS OF ENERGY

SMEPSE. Where your energy lives.



S

SPIRITUAL

Drain: Purpose drift, disconnection

Uplift: Stillness, prayer, alignment

M

MENTAL

Drain: Decision overload, rumination

Uplift: Focus rituals, learning, clarity

E

EMOTIONAL

Drain: Unprocessed feeling, people-pleasing

Uplift: Self-compassion, processing

P

PHYSICAL

Drain: Sleep, hydration, stagnation

Uplift: Movement, breath, nourishment

S

SOCIAL

Drain: Draining ties, isolation

Uplift: Belonging, reciprocity, depth

E

ENVIRONMENTAL

Drain: Clutter, sensory overload

Uplift: Clean space, light, supportive systems

BASED ON YOUR CURRENT LIFESTYLE AND POSITION WITHIN YOUR
CAREER...

?

MOST UPLIFTED

Which areas of energy do you
notice are most often **uplifted**?

?

MOST DRAINED

Which areas of energy are most
often **drained**?

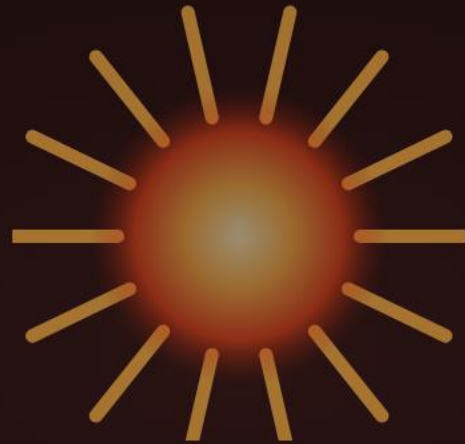
*Turn to your neighbor and share **why** you believe it's that way.*

04

THE ENERGY BEHIND YOUR DECISIONS

Wherever you're most drained
across those six areas, an
energetic pattern is already
running the show, and it has a
name.

THE HIDDEN COST



The Catabolic Leader.

A walking catastrophe. Decisions detonating in every direction.

THE HIDDEN COST

The Catabolic Leader

Reactive. Living in constant survival. Unconscious to the decision fatigue running the show, walking upright while their spirit crawls along the ground.

CORE THOUGHT

- Conflict
- Scarcity
- It's all on me

CORE FEELING

- Victimization
- Anger, or worse, apathy
- Quiet resentment

WHAT YOU SEE

- Defiance, unwilling to hear
- Diminishes others to be heard
- Lethargic, just going through it

THE CONSCIOUS COUNTERPART



The Anabolic Leader.

Grounded and luminous. Decisions made from intention, not impact.

THE CONSCIOUS COUNTERPART

The Anabolic Leader

Intentional. Conscious. Lets go of control and lets the joy of who they are shape the decisions, so the weight isn't always on them. Decision-making becomes a collaborative effort.

CORE THOUGHT

- Reconciliation
- Concern for others
- Trust in the whole

CORE FEELING

- Peace with who they are
- Compassion for self and others
- Faith in being

WHAT YOU SEE

- Acceptance and service
- Synthesis, cohesion, wisdom
- Creation; things keep moving

FROM CATABOLIC TO ANABOLIC

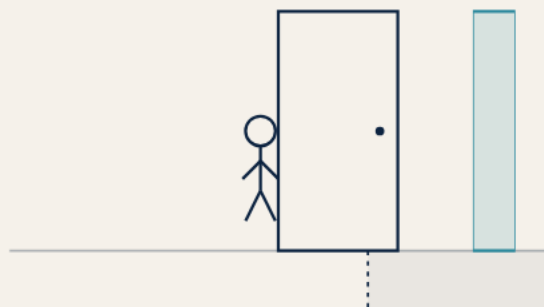
Reactive vs. Responsive Decisions

REACTIVE	RESPONSIVE
Urgency	Alignment
Fear-based	Purpose-based
Survival	Collaboratively strategic
Emotionally charged	Energetically aware
Autopilot, automatic	Intentional, conscious

05

THE DOORWAY DILEMMA

Imagine you're standing in a
hallway...



ONE-WAY DOOR

There's a One-Way Door on the left.

It locks behind you when you go through. High-stakes, hard to reverse, and it deserves more energy, risk, and planning.

- High-stakes
- Hard to reverse
- Requires more energy, risk, and planning

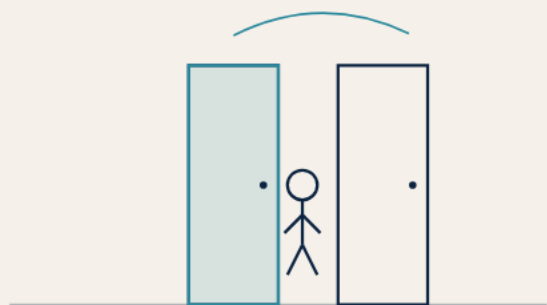
EXAMPLES

Leaving your job

Starting a business

Moving to a new city

Hiring or firing someone



TWO-WAY DOOR

There's a Two-Way Doorway on the right.

Enter, explore, and if it's not right, exit out the back. Low-stakes, reversible, easy to adjust.

- Low-stakes
- Reversible
- Can be adjusted or undone

EXAMPLES

Trying a new meeting format

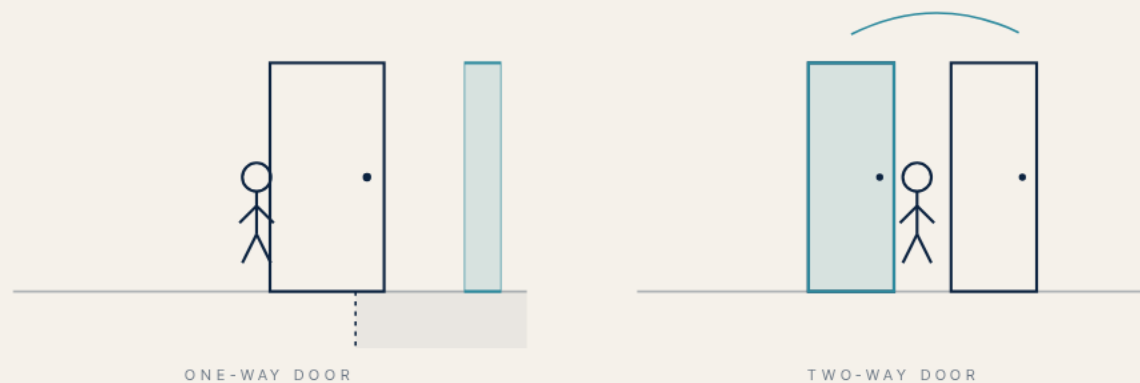
Delegating a small task

Turning off notifications

Asking for feedback

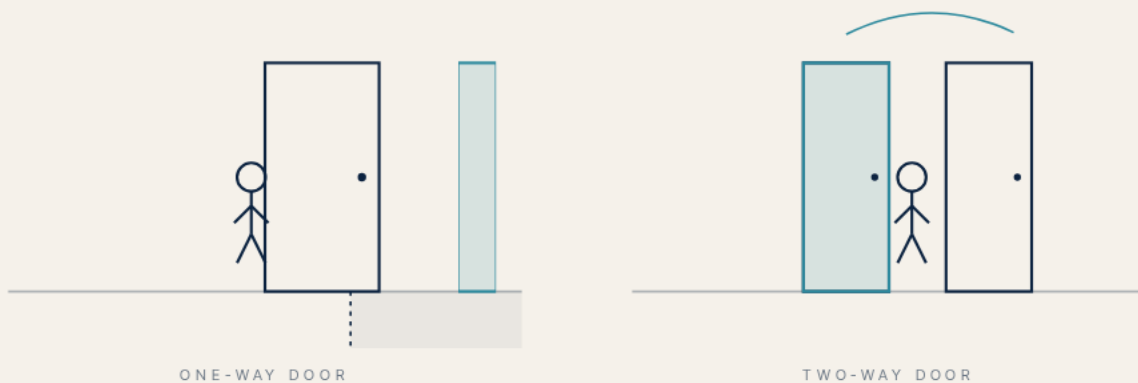
ONE-WAY OR TWO-WAY?

Buying new software



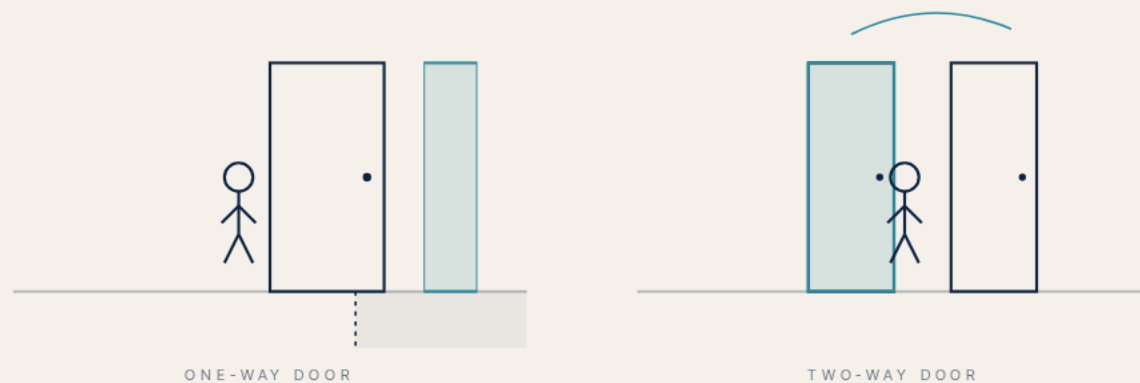
ONE-WAY OR TWO-WAY?

Turning your camera off



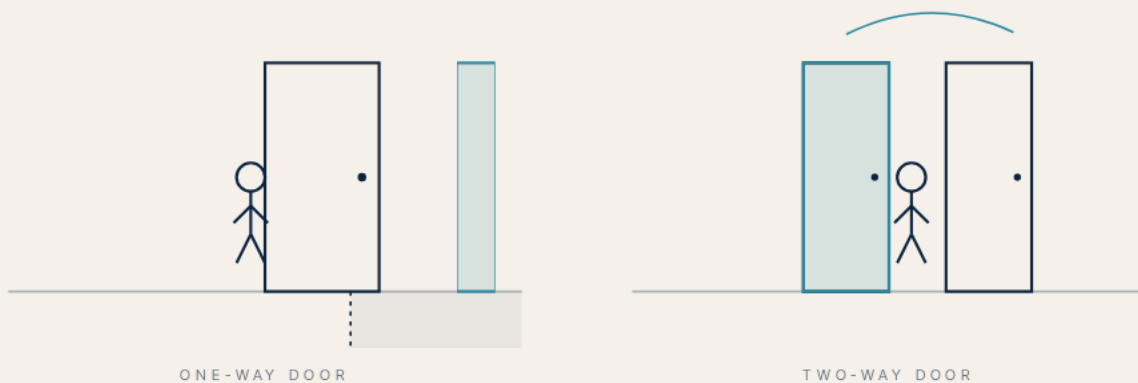
ONE-WAY OR TWO-WAY?

Dancing in public



ONE-WAY OR TWO-WAY?

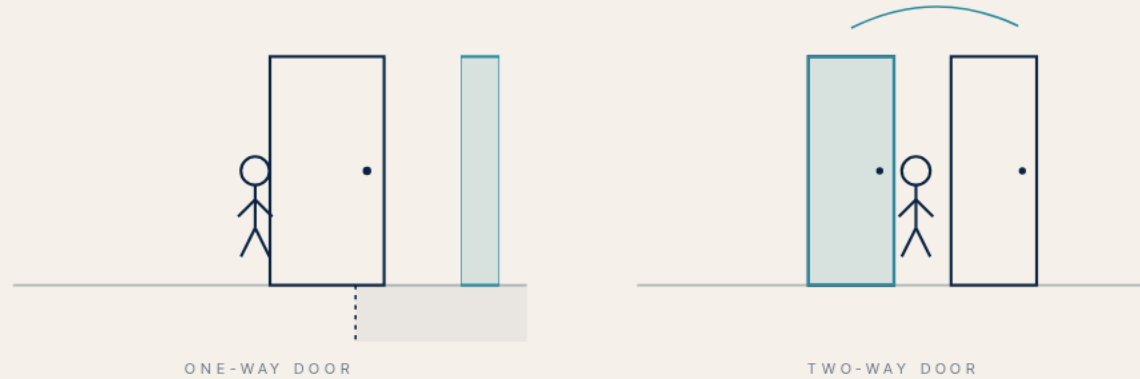
Choosing an outfit for a talk



ONE-WAY OR TWO-WAY?

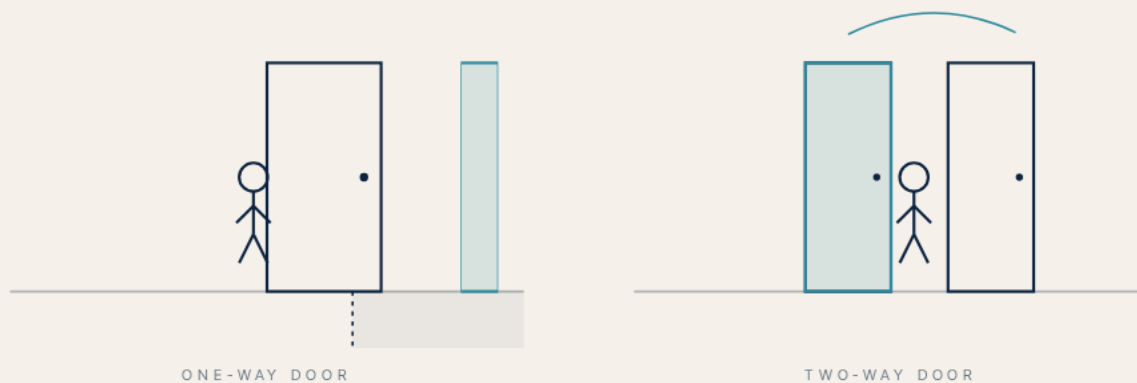
Farting in a meeting

trick question.



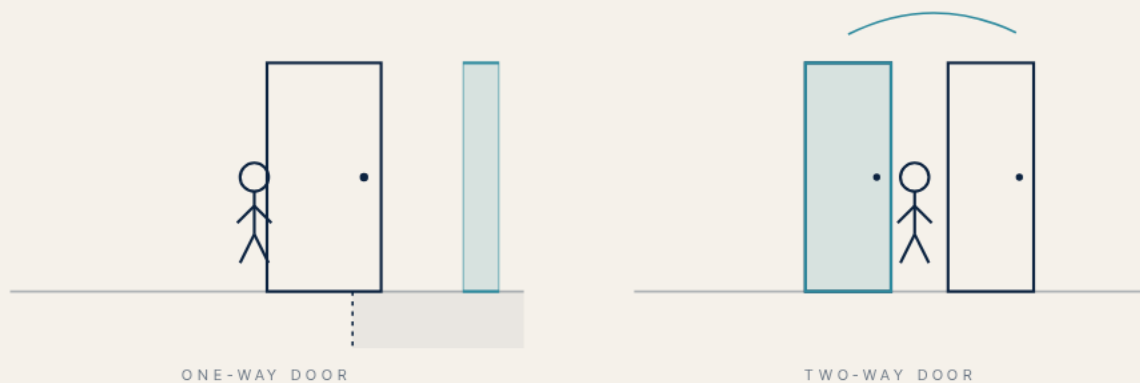
ONE-WAY OR TWO-WAY?

Going skydiving



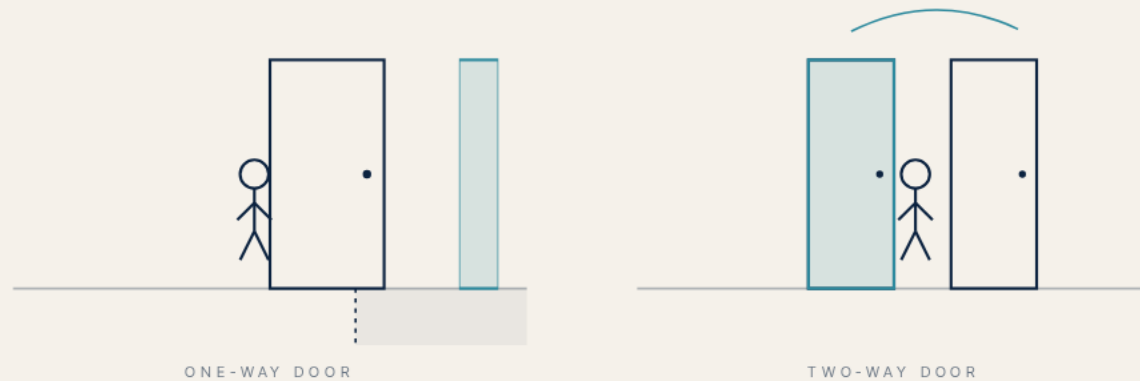
ONE-WAY OR TWO-WAY?

Running a red light



ONE-WAY OR TWO-WAY?

Restructuring your team



?

Where are you wasting One-
Way Door energy on Two-
Way Door choices?

Productivity isn't measured in hours. It's measured in energy, and the quality of the decisions it lets you make.

06

REVERSE THE D.R.A.I.N.

How it was... versus how in
the world did we get here?

REVERSE THE D.R.A.I.N · STEP 1 OF 5

D

DEPLETION

- Task saturation
- Decision fatigue
- Lack of identity or purpose



ENERGY



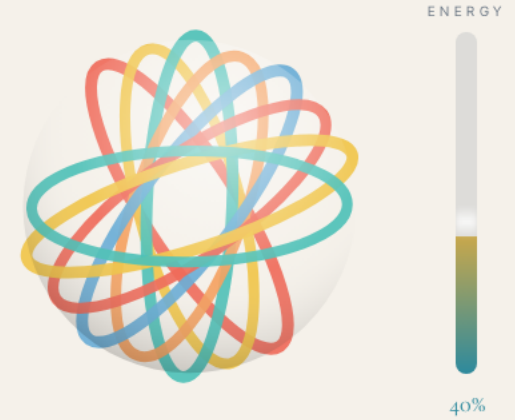
20%

REVERSE THE D.R.A.I.N · STEP 2 OF 5

R

RECOGNIZING

- Challenge inner blocks
- Mapping patterns
- Reframing language

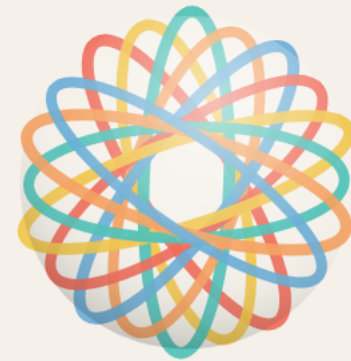


REVERSE THE D.R.A.I.N · STEP 3 OF 5



ALIGNING

- Goal setting
- Feedback loops
- Clarity on purpose



ENERGY



60%

I

IGNITING

- Inspiring others
- High performance
- Living a unique life philosophy



ENERGY

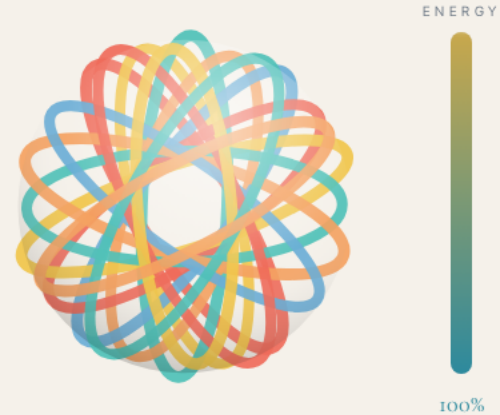


80%

N

NURTURING

- Essentialism
- Sustaining energy use



ACTIVITY

Self-select your stage

Where are you on the D.R.A.I.N. arc right now? Pick the one that's most true today.

Then turn to a partner and share.

- o 1 What energy drain are you reversing?
- o 2 What micro-shift are you committing to?
- o 3 How will that support your leadership rhythm?

By a gradual process of
incremental decisions, we
don't notice the water is
boiling.

?

Questions on decision fatigue?

You don't need more time. You
need more intention.

Decide.

ONE DRAIN TO REDUCE. ONE REVITALIZING NEXT STEP.