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CORE LEADERSHIP INTELLIGENCE

Leadership Energy Audit™

(BLEA)

Measure Your Energy. Transform Your Leadership. Sustain Your Performance.

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Burn Bright Leadership Energy Audit™ (BLEA)

Tagline

Measure Your Energy. Transform Your Leadership. Sustain Your Performance.

Executive Definition

The Burn Bright Leadership Energy Audit™ (BLEA) is a comprehensive diagnostic framework designed to assess how leaders generate, invest, protect, and restore their energy across personal, professional, cognitive, emotional, and organizational domains.

Unlike traditional burnout assessments that identify problems after they occur, the Leadership Energy Audit™ is a preventative intelligence tool that enables leaders to identify energy leaks, optimize leadership practices, and build sustainable performance systems.

Philosophy

Core Principle

Leadership is fundamentally an energy management challenge, not a time management challenge.

High-performing leaders do not simply manage tasks—they intentionally manage:

- Attention
- Focus
- Decision capacity
- Relationships
- Recovery
- Learning
- Purpose
- Workload

The Burn Bright Leadership Energy Model™

PURPOSE

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LEADERSHIP ENERGY

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Physical Energy

Mental Energy

Emotional Energy

Professional Energy

Relational Energy

Learning Energy

Strategic Energy

Recovery Energy

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LEADERSHIP PERFORMANCE

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Decision Quality

Productivity

Innovation

Communication

Engagement

Resilience

Sustainability

The Eight Energy Domains

1. Physical Energy

Definition

The biological capacity required to sustain leadership performance.

Measures

- Sleep quality
- Exercise
- Nutrition
- Hydration
- Movement
- Health habits

Sample Questions

I consistently achieve adequate sleep.

I maintain regular physical activity.

My energy remains stable throughout the day.

AI Reflection

What physical habit would produce the greatest improvement in your leadership this month?

2. Mental Energy

Definition

The ability to think clearly, focus deeply, and make quality decisions.

Measures

- Concentration
- Cognitive load
- Meeting fatigue

- Interruptions
- Strategic thinking time

Sample Questions

I have uninterrupted time for deep thinking.

My meetings create value rather than drain energy.

I rarely experience decision fatigue.

3. Emotional Energy

Definition

The ability to regulate emotions while maintaining healthy relationships.

Measures

- Self-awareness
- Emotional regulation
- Stress
- Empathy
- Psychological resilience

Sample Questions

I remain calm during difficult conversations.

I recognize when stress affects my leadership.

I recover quickly from setbacks.

4. Professional Energy

Definition

Energy derived from meaningful work, competence, and professional identity.

Measures

- Purpose
- Role clarity
- Professional growth
- Achievement
- Confidence

Sample Questions

My work aligns with my values.

I feel competent and effective.

I remain motivated by my leadership role.

5. Relational Energy

Definition

The quality of interactions that either generate or drain leadership capacity.

Measures

- Team relationships
- Collaboration

- Communication
- Trust
- Support

Sample Questions

My team interactions energize rather than exhaust me.

I have people I can rely on professionally.

Conflict is managed constructively.

6. Learning Energy

Definition

The motivation and capacity to continuously acquire and apply knowledge.

Measures

- Reading
- Reflection
- AI learning
- Professional development
- Curiosity

Sample Questions

I intentionally learn something new every week.

I regularly reflect on my leadership practice.

I actively seek feedback.

7. Strategic Energy

Definition

The capacity to focus on long-term priorities instead of constant operational activity.

Measures

- Vision
- Prioritization
- Delegation
- Decision quality
- Planning

Sample Questions

I spend enough time on strategic thinking.

I delegate appropriately.

My calendar reflects my priorities.

8. Recovery Energy

Definition

The ability to intentionally restore physical, cognitive, and emotional resources.

Measures

- Breaks

- Holidays
- Digital boundaries
- Reflection
- Recovery rituals

Sample Questions

I disconnect from work regularly.

I take meaningful breaks throughout the day.

I have recovery routines that restore my energy.

Leadership Energy Dashboard™

Leadership Energy Score

Overall

82 / 100

Physical Energy	78
Mental Energy	72
Emotional Energy	85
Professional Energy	91
Relational Energy	88
Learning Energy	86
Strategic Energy	74
Recovery Energy	68

Category

Sustainable High Performer

Energy Heat Map

Domain

Status

Physical

 Developing

Mental

 Developing

Emotional

 Strong

Professional

 Excellent

Relational

 Strong

Learning

 Strong

Strategic

 Improving

Recovery

 Priority

Leadership Energy Profile™

Every leader receives one of five profiles.

Burn Bright Architect

High energy

High reflection

Strong recovery

Excellent sustainability

Visionary Builder

High strategic energy

Needs recovery improvement

Professional Performer

Reliable

Accountable

Needs greater adaptability

Learning Leader

High curiosity

High development

Needs stronger boundaries

Energy Rebuilder

Experiencing overload

Requires workload redesign and recovery planning

AI Leadership Energy Coach™

The AI uses the audit results to generate:

Personal Energy Report

Strengths

Energy leaks

Recovery recommendations

Learning plan

Reflection exercises

Weekly priorities

Weekly AI Check-In

Every Monday

What activity will create the most leadership energy this week?

Every Wednesday

What is currently draining your leadership energy?

Every Friday

Which decision or activity gave you the most energy?

Leadership Energy Planner™

Every day users record:

Energy In

Learning

Exercise

Reflection

Purposeful work

Relationships

Recovery

Energy Out

Meetings

Interruptions

Email

Conflict

Context switching

Decision overload

Monthly Leadership Energy Report™

Shows:

Overall score

Trend analysis

Biggest energy generators

Biggest energy drains

Recovery compliance

Learning engagement

Strategic thinking time

Burnout risk

AI recommendations

Team Leadership Energy Dashboard™

HR and managers see anonymized organizational trends.

Team Energy Score

83/100

Mental Energy

76

Recovery

68

Learning

89

Strategic Capacity

72

Burnout Risk

Low–Moderate

Resource Library Integration

Each domain unlocks practical tools.

Physical

Sleep planner

Movement guide

Energy tracker

Mental

Meeting audit

Focus planner

Decision matrix

Emotional

Reflection journal

Conversation framework

Stress reset guide

Recovery

Recovery planner

Boundary checklist

Digital wellbeing toolkit

Integration with the Burn Bright Leadership Sustainability Framework™

The Leadership Energy Audit™ becomes the operational measurement tool that supports the broader framework.

Burn Bright Leadership Sustainability Framework™

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Leadership Energy Audit™

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Leadership Sustainability Index™

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AI Leadership Coach™

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Personal Development Plan™

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Learning Academy™

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Community™

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Quarterly Reassessment

Positioning Statement

The Burn Bright Leadership Energy Audit™ is a comprehensive leadership intelligence diagnostic that measures how leaders generate, invest, protect, and restore energy across eight evidence-informed domains. Rather than simply identifying burnout, it provides actionable insights that strengthen professionalism, reflective practice, emotional intelligence, lifelong learning, adaptability, and sustainable performance—helping entrepreneurs, managers, executives, and organizations lead effectively for the long term.

Strategic Value

This assessment complements your Leadership Sustainability Framework by giving users a practical, measurable entry point. It can serve as:

- a free lead magnet,
- a premium individual report,
- a team diagnostic,
- an enterprise benchmarking tool,
- and the primary data source for your Leadership Sustainability Index™, creating a unified ecosystem of diagnostics, AI coaching, education, community, and organizational intelligence.

— End of Leadership Energy Audit™ —