Workload Compass

MAKING WORKLOAD DISCUSSABLE AND MANAGEABLE

CONVERSATION ANCHORS

To make workload discussable and manageable, it helps to **break it down** into **two dimensions**: intensity and clarity.

Intensity is about how heavy the load feels, for example in terms of workload, complexity or time pressure.
Clarity is about how clear the expectations are; think of priorities, roles and responsibilities, and processes.

Together, they form **four quadrants** that you can recognise through the conversation anchors you find in each quadrant.

On the next page, you will find an empty version that you can use as **support** during the conversation itself.



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HOW'S WORK?

BRAINDUMP

HIGH INTENSITY

Risk zone

High performance

UNCLEAR

CLEAR

Drift zone

Build zone

LOW INTENSITY

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