A REFLECTION TOOL FOR LEADERS

The Commitment Cost Map

See where one pattern is showing up across your leadership.

> *One belief about commitment can touch many parts of your leadership. Seeing where it costs you most helps you protect the resources that keep you contributing over time.*

1. **Choose one pattern** from the six below, or write your own.
2. **Read the nine areas on pages 2 and 3.** Each comes with a question to ask about your pattern.
3. **Rate the cost on page 4.** Use 1 for a small cost and 10 for a large one. Mark a dot on each area's line, then connect the dots.
4. **Look at the shape.** Where is the cost highest? Which score surprised you? Then choose one area to work on.

Six patterns leaders commonly describe

◯ Commitment equals self-sacrifice

"I just need to put in one more hour. I'll grab something to eat later."

◯ Commitment means being indispensable

"It's easier if I just do it myself. Otherwise it won't get done."

◯ Commitment means never saying no

"Sure, I can fit that in. It's important."

◯ More effort must produce better results

"If I just push a little harder this month, it will turn around."

◯ Past investment obligates future sacrifice

"I've been doing it this way too long to start doing it differently now."

◯ Commitment means prioritizing everyone else

"Don't worry about me, I'll be fine. Let's take care of everyone else first."

Or my own pattern, in my words

_____

These patterns are a practical framework for reflection, not a clinical list or an assessment.

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1 Resilience

Does my interpretation of commitment help me adapt, or does it require me to keep enduring the same conditions?

How it shows up for me

2 Emotional regulation

What emotions arise when I cannot meet an expectation, and what belief makes that situation difficult?

How it shows up for me

3 Relationships and support

What makes it difficult to ask for help, receive support, set boundaries, or have an honest conversation?

How it shows up for me

4 Team leadership

Does my way of demonstrating commitment develop collective capacity, or make me the person everyone depends on?

How it shows up for me

5 Strengths

Which strengths am I relying on automatically? Where might I be overusing or underusing them?

How it shows up for me

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6 Engagement

Am I engaging with meaningful work in a way that sustains my energy, or equating dedication with constant availability?

How it shows up for me

7 Motivation

Am I choosing this action because it aligns with my values, or primarily because I feel guilty, afraid, or obligated?

How it shows up for me

8 Goal achievement

Am I committed to the outcome, or attached to a strategy, timeline, or definition of success that needs reconsideration?

How it shows up for me

9 Well-being

What is this pattern costing me, and what would need to change for my contribution to remain sustainable?

How it shows up for me

ACROSS THE NINE AREAS

Which areas feel most affected by my pattern?

What surprised me?

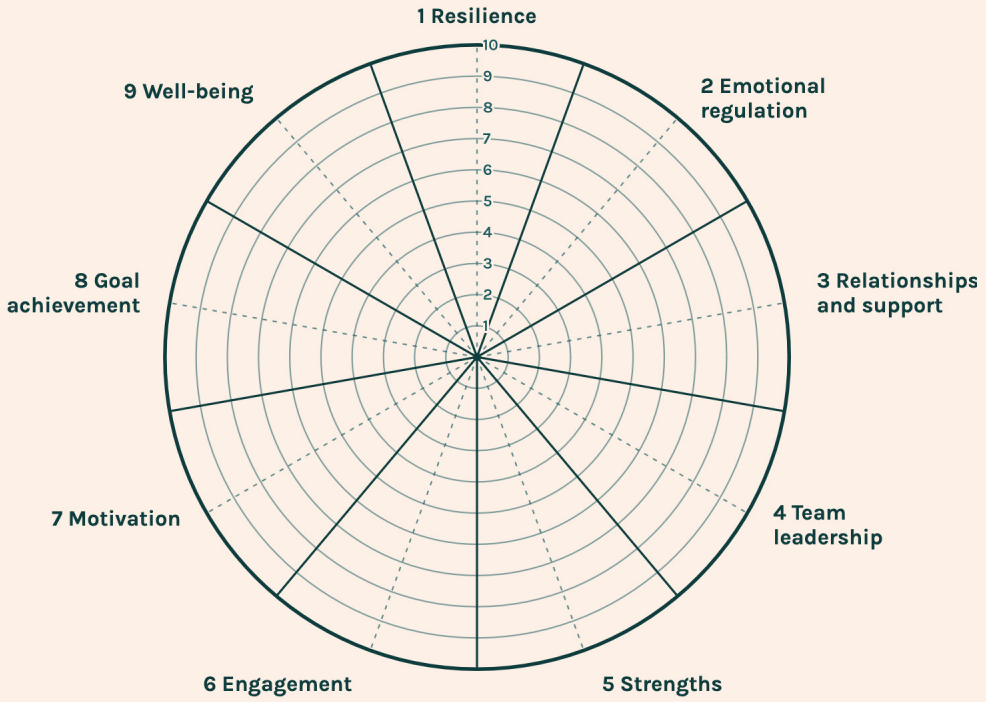
Working conditions matter too. Staffing, authority, and organizational support shape what is possible, and a pattern is never only about the individual.

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My pattern: _____



1 Small cost ——— **10** Large cost

CHOOSE ONE AREA

The area I choose is...

_____

What is this pattern costing me here?

_____

What would need to change for my contribution to remain sustainable?

_____

One small step I can take this week

_____