

10BrilliantThings™

FREE GUIDE · PERSONAL GROWTH SERIES

# Manage Your Energy, Instead of Just Your Time

*Time is fixed. Energy is renewable.  
Learn to invest it where it matters most.*

By Coach Andre Fredericks · [10BrilliantThings.com](https://10BrilliantThings.com)

## Introduction

---

Most of us have been taught to manage time. We schedule it, block it, protect it, and feel guilty when we lose it. We fill our calendars with obligations and then wonder why, at the end of a full day, we feel like we have accomplished very little of what actually matters. The problem is not our calendar. The problem is our framework.

Energy is. You can have all the time in the world, but without the energy to engage it fully — physically, emotionally, mentally, and purposefully — you will not use that time effectively. Two people with identical schedules will produce dramatically different results, not because one has better time management, but because one brings more focused, renewable energy to the hours they inhabit.

This insight sits at the centre of one of the most important performance books of the past three decades. In *The Power of Full Engagement*, performance psychologists Jim Loehr and Tony Schwartz made a case that has only grown stronger with time: 'Energy, not time, is the fundamental currency of high performance.' The number of hours in a day is fixed. The quantity and quality of energy available to you is not. It is your most precious — and most renewable — resource.

This guide applies that insight practically. Across ten chapters, you will learn what energy management actually means, how to understand and protect your physical, emotional, mental, and purposeful energy, and how to build the daily practices that keep your most important resource replenished, directed, and working in your favour — instead of steadily draining away without strategic intent.

*"Energy, not time, is the fundamental currency of high performance. The number of hours in a day is fixed, but the quantity and quality of energy available to us is not." — Jim Loehr & Tony Schwartz, The Power of Full Engagement*

The shift from managing time to managing energy is not a minor adjustment. It is a fundamental reorientation — one that changes what you prioritise, how you structure your day, and what you consider genuinely productive. It begins here.

## Chapter 1 WHY ENERGY — INSTEAD OF TIME — IS THE REAL CONSTRAINT

Time management operates on a flawed premise: that the primary barrier to performance is insufficient hours. But consider the experience most people actually have. They have periods of the day when an hour of work produces exceptional results — clear thinking, focused effort, meaningful progress. And they have periods when three hours produce almost nothing of value — distracted, sluggish, going through the motions of productivity while contributing little of substance.

The difference between those two experiences is not the quantity of time. It is the quality of energy brought to it. An hour of peak-energy engagement produces more genuine output than three hours of depleted effort — not occasionally, but consistently and predictably. Yet most people schedule their most demanding work at whatever time happens to be available, rather than at the time their energy is naturally best suited to deliver it.

The distinction between time management and energy management is both conceptual and practical. Time management asks: how do I fit more into my day? Energy management asks: how do I ensure that the hours I invest are filled with the quality of engagement that produces results worth producing? One approach treats time as the scarce resource. The other recognises that the real scarcity — and the real opportunity — lies in energy.

Research confirms this consistently. The foundation of both productivity and wellbeing is energy. It is more important than time, motivation, or even discipline. Discipline, in fact, is itself an energy-dependent resource — when your energy is depleted, your capacity for self-regulation and disciplined effort drops sharply, regardless of your intentions.

- **Time management asks:** How do I use more of my available hours?
- **Energy management asks:** How do I bring the best quality of engagement to the hours I have?
- **The key insight:** A productive hour at peak energy is worth more than three unproductive hours at low energy. Schedule accordingly.

◆ **Reflection:** Think of the last week. When were you most productive — genuinely focused, clear, and effective? When were you least? What was the difference in your energy state — not the time available?

## Chapter 2 UNDERSTAND THE FOUR DIMENSIONS OF ENERGY

Human beings are not one-dimensional energy systems. Loehr and Schwartz identified four distinct but deeply interconnected sources of energy that together determine your capacity for full engagement: physical, emotional, mental, and spiritual. Each dimension is essential. None is sufficient alone. And each profoundly influences the others.

Physical energy is the foundation — the fuel that powers every other dimension. Without adequate physical energy, your emotional regulation deteriorates, your mental focus fragments, and your sense of purpose becomes inaccessible. It is the base of the performance pyramid, and its management is non-negotiable for anyone serious about sustained high performance.

Emotional energy shapes how you experience your work and your relationships. When your emotional energy is positive — characterised by confidence, connection, and genuine engagement — you bring qualities to your work that no amount of technical skill can substitute for. When it is negative or depleted — dominated by anxiety, resentment, or chronic stress — even your best capabilities are diminished.

Mental energy determines the quality of your thinking — your capacity for focus, analysis, creativity, and sound decision-making. And spiritual energy — the energy of purpose, values alignment, and meaning — provides the motivational force that sustains all the others. When your work is connected to something you genuinely care about, your capacity for engagement is qualitatively different from when it is not.

- **Physical energy:** The foundational fuel — sleep, nutrition, movement, and recovery govern its availability.
- **Emotional energy:** The quality of your inner experience — confidence, connection, and regulation of negative states.
- **Mental energy:** The capacity for focused, clear, creative, and high-quality thinking.

- **Spiritual energy:** The force of purpose and values alignment — the deepest source of sustained motivation and resilience.

*To perform at our best, we must skillfully manage each of these interconnected dimensions of energy. Subtract any one and our capacity to fully ignite our talent and skill is diminished.*

◆ **Reflection:** Across the four dimensions — physical, emotional, mental, and spiritual — which one is currently most depleted in your life? What is the downstream effect on the others?

### Chapter 3 CONDUCT AN HONEST ENERGY AUDIT

Before you can manage your energy more effectively, you need to understand it more accurately. Most people have a vague sense that their energy fluctuates throughout the day — but very little precise knowledge of when their energy is at its best, what activities and interactions reliably drain it, and what practices genuinely restore it. An energy audit closes that gap.

An energy audit is a structured, honest self-assessment conducted over several days — typically three to five — in which you track your energy levels, notice what raises and depletes them, and identify the patterns that will inform how you restructure your day. It is one of the most practical and immediately actionable productivity investments available, requiring no tools beyond honest attention.

What you are looking for in an energy audit is threefold: your golden hours — the periods when your energy and focus are naturally at their highest; your energy drains — the activities, interactions, or environments that reliably deplete you; and your genuine energy restorers — the practices that actually replenish your capacity, as distinct from those that feel like rest but provide little genuine recovery.

The results of an honest energy audit are frequently surprising. Many people discover that their most cognitively demanding work is scheduled for their lowest-energy periods. Others discover that activities they assumed were restful — scrolling social media, passive television — actually deplete rather than restore. The audit reveals reality, and reality is the only useful starting point for change.

- **Track energy every 2-3 hours:** For three to five days, rate your energy (1-10) and note your focus, mood, and mental clarity at regular intervals.
- **Identify your golden hours:** When is your energy consistently at its highest? This is your prime window for your most important work.

- **Map your energy drains:** Which activities, interactions, or environments reliably leave you feeling depleted, scattered, or drained?
- **Discover genuine restorers:** What actually replenishes your energy? Be honest — passive scrolling is not the same as genuine recovery.

◆ **Reflection:** Commit to a three-day energy audit this week. Track your levels every two to three hours and look for patterns. What do you notice that surprises you most?

## Chapter 4 PROTECT AND BUILD YOUR PHYSICAL ENERGY

Physical energy is the foundation of the entire performance pyramid. It governs not just your physical capacity but the quality of your emotional regulation, mental focus, and purposeful engagement. Without adequate physical energy, everything else deteriorates — no amount of psychological technique or motivational insight compensates for a body that is chronically under-resourced.

The science here is clear and consistent. Sleep is the single most important physical energy management practice available. Research from the *Journal of Organizational Behavior* confirms that insufficient sleep directly impairs next-day cognitive performance, emotional regulation, and decision quality — and these impairments compound across consecutive nights of poor sleep. Adults require seven to eight hours for optimal function. This is not a guideline. It is a biological requirement.

Nutrition and hydration are the second dimension of physical energy management. Loehr and Schwartz note that the two most important regulators of physical energy are breathing and eating — and that most professionals pay far less attention to these fundamentals than their performance demands. Regular, balanced nutrition that avoids large blood sugar spikes maintains more consistent energy across the day than sporadic eating punctuated by caffeine-driven surges.

Movement and exercise complete the physical foundation. Research consistently demonstrates that physical exercise stimulates cognitive capacity, improves emotional regulation, and provides one of the most reliable boosts to mood and sustained energy available. Even moderate, regular movement — 30 minutes of walking daily — produces measurable improvements in focus, creativity, and emotional resilience.

- **Prioritise sleep:** Seven to eight hours is a performance requirement, not a luxury. Protect it structurally — it determines the quality of everything that follows.
- **Eat for sustained energy:** Regular, balanced nutrition avoids the energy crashes that follow sugary or heavy meals. Eat to fuel, not just to satisfy hunger.

- **Move daily:** Even moderate daily movement significantly improves cognitive function, emotional regulation, and sustained focus.
- **Hydrate deliberately:** Mild dehydration measurably impairs cognitive performance. Sixty-four ounces of water daily is a practical baseline for most adults.

◆ **Reflection:** Which of the four physical energy pillars — sleep, nutrition, movement, or hydration — are you most consistently under-investing in? What would change in your performance if you addressed it deliberately for 30 days?

## Chapter 5 CULTIVATE AND PROTECT YOUR EMOTIONAL ENERGY

Emotional energy is the quality of your inner experience as you move through your day — and it is far more consequential for performance than most professional cultures acknowledge. Positive emotional energy — characterised by genuine confidence, connection, and engagement — enables you to bring qualities to your work that no amount of technical skill can replicate: presence, creativity, generosity, and the kind of sustained effort that goes beyond mere compliance.

Negative emotional states are not just unpleasant. They are energetically expensive. Loehr and Schwartz note that negative emotions — chronic anxiety, resentment, frustration, and unresolved conflict — are significant energy consumers. They activate the body's stress response systems, which are physiologically costly and cognitively depleting. A person who spends their day managing chronic low-level emotional turbulence arrives at important tasks with considerably less available energy than one who has protected their emotional environment.

Building emotional energy requires the same approach as building physical energy: deliberate investment and structured recovery. It means cultivating the relationships and environments that genuinely support you, limiting unnecessary exposure to emotionally draining interactions where possible, developing your capacity for emotional self-regulation, and practising the positive emotional states — gratitude, appreciation, genuine interest in others — that research consistently identifies as restorative rather than depleting.

Within the 10BrilliantThings™ framework, this connects directly to the Team Model's three pillars — Empathy, Generosity, and Collaboration. These are not just relational values. They are emotional energy practices: ways of engaging with others that build, rather than drain, the emotional resources of everyone involved.

- **Protect your emotional environment:** Limit unnecessary exposure to chronic negativity, toxic dynamics, and interactions that reliably drain without contributing.

- **Practise restorative emotional states:** Gratitude, appreciation, and genuine interest in others are not just virtues — they are emotional energy practices with measurable benefits.
- **Process, don't suppress:** Unprocessed emotional residue accumulates and depletes. Find healthy channels — journaling, conversation, exercise — to process rather than store.
- **Build recovery rituals:** Brief, deliberate practices that shift your emotional state between demanding activities — a short walk, music, breathing — are significant energy recovery tools.

◆ **Reflection:** What is currently the single greatest drain on your emotional energy? Is it a relationship, an environment, an unresolved situation, or an internal pattern? What would it mean to address it directly?

## Chapter 6 **MANAGE AND RENEW YOUR MENTAL ENERGY**

Mental energy — your capacity for sustained, high-quality thinking — is finite within any given day, and the way most professional environments are structured depletes it rapidly and unnecessarily. Constant context-switching, continuous partial attention, reactive task management, and the cognitive overhead of unresolved decisions all consume mental energy without producing proportional output.

Research in cognitive psychology confirms that the human brain has a limited daily reserve for high-quality conscious decision-making — approximately two to three hours of genuine peak mental performance per day. Every decision, however trivial, draws from this reserve. When the reserve is depleted, cognitive shortcuts multiply, decision quality drops, and the thinking that matters most — creative, analytical, and strategic — becomes progressively harder.

Managing mental energy therefore requires two complementary practices: protecting your peak mental windows for your most demanding cognitive work, and actively managing the factors that prematurely drain that capacity. The largest preventable mental energy drains are context-switching (moving between unrelated tasks without adequate transition), decision fatigue (making unnecessary decisions that could be systematised or delegated), and cognitive load from unresolved open loops — tasks, commitments, and problems that occupy working memory without being resolved.

Mental energy renewal, like physical recovery, requires genuine disengagement. Loehr and Schwartz note that to sustain full engagement we must take a recovery break every 90 to 120 minutes. During these breaks, complete disengagement from cognitively demanding work — not just switching to a different demanding task — is what allows the mental system to genuinely recover rather than simply continuing to deplete.

- **Protect your peak mental window:** Schedule your most cognitively demanding work during your highest-energy period. Protect this window aggressively.
- **Minimise context-switching:** Batch similar tasks together and complete them in dedicated blocks. Every unnecessary switch costs 20+ minutes of refocusing time.
- **Reduce decision fatigue:** Systematise routine decisions wherever possible. The fewer trivial decisions you make daily, the more capacity remains for important ones.
- **Take genuine mental breaks:** Every 90-120 minutes, fully disengage from demanding cognitive work for 10-15 minutes. This is not a luxury — it is a performance requirement.

◆ **Reflection:** What is the single greatest unnecessary drain on your mental energy each day? What would change if you eliminated or significantly reduced it for one week?

## Chapter 7 INVEST IN YOUR SPIRITUAL ENERGY — THE ENERGY OF PURPOSE

Spiritual energy, in the Loehr-Schwartz model, has nothing to do with religion or metaphysics. It is the energy generated by alignment between your daily actions and your deepest values — the motivational force that arises when what you are doing genuinely matters to you, connects to something larger than immediate self-interest, and reflects who you are and aspire to be.

This is the most powerful and most underinvested dimension of energy in most people's lives. Physical, emotional, and mental energy provide the capacity for performance. Spiritual energy provides the reason. And without a compelling reason — a genuine sense of purpose that connects daily effort to something meaningful — the other three dimensions are difficult to sustain at high levels over time. Purpose is not a luxury appended to performance. It is a core energy source.

Research consistently confirms the performance value of purpose. People who experience their work as meaningful — who can trace a clear line from their daily efforts to something they genuinely care about — demonstrate greater resilience, higher sustained engagement, stronger recovery from setbacks, and significantly better long-term outcomes than those who do not. Purpose, in effect, amplifies the return on every other energy investment.

Building spiritual energy begins with the clarity work explored in the first guide in this series — defining your direction, identifying your values, and constructing a personal vision that genuinely inspires. But it continues daily, in the practice of consciously connecting each day's work to the larger purpose it serves — even when that work is difficult, routine, or frustrating.

- **Connect daily work to purpose:** Before beginning each day, identify one connection between today's work and something you genuinely care about.

- **Live your values daily:** Spiritual energy is generated by values alignment. When your actions consistently reflect your values, your sense of purpose is naturally reinforced.
- **Protect what matters most:** Identify the commitments, relationships, and activities that most consistently connect you to your sense of purpose — and protect time for them deliberately.
- **Revisit your purpose regularly:** Purpose requires periodic renewal. Monthly, ask: 'Does how I am spending my energy still reflect what matters most to me?'

*Spiritual energy provides the force for action in all dimensions of life. It fuels passion, perseverance, and commitment. Without it, even the most capable person eventually runs on empty.*

◆ **Reflection:** On a scale of 1-10, how closely does your current daily work align with what you identify as your deepest purpose and values? What is the cost of any gap between those two things?

## Chapter 8 BUILD ENERGY RITUALS THAT RUN ON AUTOPILOT

The fourth principle in Loehr and Schwartz's energy management framework is perhaps the most practically important: positive energy rituals — highly specific, consistently practised routines for managing energy — are the key to full engagement and sustained high performance. Not willpower. Not discipline. Rituals.

The reason rituals are superior to willpower is straightforward. Willpower is itself a finite resource that depletes through use. Every time you must consciously decide to do something — to exercise, to take a break, to begin your most important work — you draw from the same limited reserve of self-regulation that governs all other conscious choices. By contrast, a ritual operates automatically. It removes the decision entirely, converting a demanding intentional behaviour into a routine that happens without requiring conscious deliberation.

Elite athletes understand this intuitively. Their pre-performance rituals, recovery routines, and training schedules are not improvised daily — they are systematised, practised, and embedded through repetition until they become as automatic as breathing. Loehr and Schwartz apply the same principle to professional and personal performance: build your energy management practices into rituals, and you remove the daily willpower cost of sustaining them.

Effective energy rituals address all four dimensions. A morning ritual that includes movement, intentional nutrition, and a brief review of the day's purpose covers physical and spiritual energy. A midday recovery ritual that includes a genuine break from screens and cognitive demand covers mental and physical energy. An evening ritual that closes open loops and prepares for recovery

covers emotional and mental energy. Together, these rituals form the structural backbone of sustained high performance.

- **Start with one ritual:** Choose the single highest-leverage energy ritual — most likely a morning practice — and install it first before adding others.
- **Make it specific:** A ritual is not 'exercise more'. It is '20 minutes of walking at 7:00 AM immediately after breakfast'.
- **Stack onto existing habits:** Attach new energy rituals to established behaviours. The existing habit becomes the trigger for the new one.
- **Give rituals 30 days:** New rituals take time to become automatic. Commit to 30 days of consistent practice before evaluating whether they are working.

◆ **Reflection:** What is the one energy ritual that, if practised consistently, would most significantly improve your daily performance? What specifically would it look like — and when would it happen?

## Chapter 9 BALANCE STRESS AND RECOVERY — THE OSCILLATION PRINCIPLE

One of the most counterintuitive insights in the energy management literature is this: the enemy of high performance is not stress. It is the absence of recovery. Stress, applied appropriately and followed by adequate recovery, is precisely the mechanism through which capacity is built — physically, emotionally, mentally, and purposefully. The problem is not that most people experience too much stress. It is that they experience chronic stress without the recovery cycles that would allow that stress to produce growth rather than depletion.

Loehr and Schwartz describe this through the concept of oscillation — the rhythmic alternation between energy expenditure and energy renewal that characterises all biological systems functioning at their best. Athletes understand this at the level of training: you do not become stronger by training continuously without rest. You become stronger by training hard, recovering fully, and repeating. The same principle applies to cognitive, emotional, and purposeful performance.

The opposite of healthy oscillation is linearity — the state in which energy expenditure continues without adequate renewal. This is the state most knowledge workers inhabit: continuously expending cognitive and emotional energy across an unbroken working day, then collapsing into passive evening activities that provide little genuine recovery, before repeating the pattern the following day. Over time, chronic linearity produces the familiar symptoms: accumulated fatigue, reduced creativity, emotional reactivity, and the progressive loss of motivation that precedes burnout.

Building healthy oscillation into your life does not require radical restructuring. It requires the deliberate insertion of genuine recovery intervals — real breaks during the working day, protected off-work time, and weekly periods of deep disengagement — that allow your systems to genuinely restore before the next period of high engagement.

- **Schedule recovery, not just work:** Recovery is a performance practice, not a reward. Build it into your structure with the same intentionality as your most important tasks.
- **The 90-120 minute rule:** Take a genuine recovery break every 90-120 minutes during cognitively demanding work. Even 10-15 minutes of full disengagement makes a measurable difference.
- **Protect your off-work time:** Recovery requires genuine psychological detachment from work. Email after hours is not recovery — it is extended depletion.
- **Weekly deep recovery:** Every week, include at least one period of complete disengagement from work demands. This is not laziness — it is the condition for your best next week.

◆ **Reflection:** Look at your current weekly schedule. Where are the genuine recovery intervals — the periods of real disengagement and renewal? If they are absent or insufficient, what would it take to build them in?

## Chapter 10 MAKE ENERGY MANAGEMENT A LIFELONG INVESTMENT

Energy management is not a technique to be applied occasionally when things get difficult. It is a lifelong orientation — a fundamental shift in how you think about performance, productivity, and the relationship between effort and recovery. The people who sustain high performance across decades are not those who push hardest and recover least. They are those who learn, over time, to invest their energy wisely, renew it consistently, and align it deliberately with what matters most.

The compound effect of intelligent energy management accumulates significantly over time. Each day in which your physical energy is well-maintained, your emotional environment is protected, your mental capacity is deployed on work of genuine importance, and your purpose is genuinely felt in the work you are doing — each such day builds on the last. The capacity for performance grows. The resilience strengthens. The sense of sustainable fulfilment deepens.

Conversely, the compound effect of chronic energy mismanagement is equally powerful, but in the opposite direction. Each year of insufficient sleep, unresolved emotional depletion, cognitive overload without recovery, and purpose-disconnected work narrows the gap between current capacity and burnout. The costs are real and cumulative — in health, in relationships, in the quality of the work you produce, and in the sense of aliveness that makes the effort worthwhile.

In the language of the 10BrilliantThings™ Motivation Ladder, the shift from Survival to Fulfilment is, in significant part, a shift in energy management. Survival mode is characterised by reactive, depleted effort — doing what must be done with whatever energy remains. Fulfilment mode is characterised by proactive, sustained engagement — investing your best energy in the work and relationships that matter most, and protecting that investment through the deliberate practices of recovery and renewal.

- **Annual energy review:** Once a year, honestly assess all four energy dimensions. Where are you building capacity? Where are you depleting without renewal?
- **Adapt as life changes:** The energy management practices that serve you in one season may need adjustment in the next. Stay responsive to your actual situation.
- **Invest before you need to:** The best time to build energy capacity is before you are depleted. Proactive investment produces far greater returns than crisis recovery.
- **Model it for others:** The way you manage your energy sets the tone for everyone around you. Leaders who protect their energy enable teams to protect theirs.

◆ **Reflection:** In five years' time, what do you want your energy capacity to look like — physically, emotionally, mentally, and purposefully? What investments will you begin making now to ensure that future is possible?

## Conclusion

---

Time is fixed. Every person on the planet receives the same 24 hours each day. But energy — the quality, focus, and renewability of what you bring to those hours — is not fixed. It is the variable that determines what those hours actually produce, and it is the one most people have barely begun to manage deliberately.

The ten chapters in this guide have reframed the conversation: from how much time you have to how fully you engage the time you inhabit. From the four dimensions of energy and how they interact, through the energy audit that reveals your actual patterns, the physical and emotional foundations that underpin everything else, the mental and purposeful energy that determines quality and meaning — to the rituals, oscillation principles, and lifelong investment mindset that make sustained high performance possible without burning through the very life that high performance is supposed to be in service of.

Begin with the audit. Understand your energy patterns honestly. Choose one practice from one chapter and install it as a deliberate ritual this week. The return on that investment will be visible

within days — not as a dramatic transformation, but as a quiet, compounding improvement in the quality of your engagement, your thinking, your relationships, and your sense of aliveness in the work you do.

*"You're not stuck. You're simply under-structured." — Coach Andre Fredericks*

Structure your energy the same way you are learning to structure your life — with intention, with care, and with the wisdom to know that how you invest your energy today is, more than any other single variable, what determines the quality of the life you are building.

10BrilliantThings.com · Clarity. Autonomy. Teamwork.

## Citations & References

- [1] Loehr, J., & Schwartz, T. (2003). *The Power of Full Engagement: Managing Energy, Not Time, Is the Key to High Performance and Personal Renewal*. Free Press/Simon & Schuster.
- [2] Schwartz, T., Gomes, J., & McCarthy, C. (2010). *The Way We're Working Isn't Working: The Four Forgotten Needs That Energize Great Performance*. Free Press.
- [3] Brummelhuis, L. L., & colleagues (2025). Peaking today, taking it easy tomorrow: Daily performance dynamics of working long hours. *Journal of Organizational Behavior*. <https://doi.org/10.1002/job.2847>
- [4] Research Masterminds. (2025). Energy management: The secret weapon in academic productivity. Retrieved from <https://www.researchmasterminds.com/blog/energy-management-in-academic-productivity>
- [5] Training Industry. (2025). From hours to energy: The power of energy management and micro-breaks. *Training Industry Magazine*, Spring 2025. Retrieved from <https://trainingindustry.com/magazine/spring-2025/>
- [6] Acacia Learning. (2024). Elevating productivity: Energy management vs time management. Acacia Learning Professional Development. Retrieved from <https://acacialearning.com/blog/professional-development/elevating-productivity-energy-management-vs-time-management/>
- [7] Newport, C. (2016). *Deep Work: Rules for Focused Success in a Distracted World*. Grand Central Publishing.
- [8] Walker, M. (2017). *Why We Sleep: Unlocking the Power of Sleep and Dreams*. Scribner.
- [9] Duhigg, C. (2012). *The Power of Habit: Why We Do What We Do in Life and Business*. Random House.
- [10] Bandura, A. (1997). *Self-Efficacy: The Exercise of Control*. W. H. Freeman.
- [11] Fredericks, A. (2025). 10BrilliantThings™ Motivation Ladder: Survival → Success → Fulfilment. 10BrilliantThings.com.

