

Before I Leave on the Inside

A short reflection guide on motivation,
meaning, and internal disengagement



Introduction

Sometimes we do not leave all at once.
First, we begin to withdraw on the inside.

Little by little, we stop offering ideas, stop asking questions,
stop believing that giving more still makes sense.
We do what is required, but we no longer bring ourselves
to it in the same way.

This guide is not a test, and it does not offer
a ready-made answer.


It is an invitation to pause for a moment and ask yourself:


- 🍃 What is happening to my motivation?
- 🍃 Am I starting to withdraw?
- 🍃 Where is this coming from?
- 🍃 What do I need right now?





What has changed in my behaviour?


Sometimes the first signs show up in small changes in how we show up, participate, and respond at work.


-  When was the last time I offered an idea without being asked?

-  Am I truly part of the conversation, or just present?

-  Are there meetings, topics, or people I have started to pull away from?

-  Am I doing only what is necessary because I no longer see the point in giving more?


-  What used to feel meaningful or energising, but now feels like obligation?


 Notes / What am I noticing?





What has changed in how I feel?


Withdrawal does not always start with behaviour.
Sometimes it begins with a feeling we leave unnamed for a long time.


-  Do my efforts feel like they matter?

-  Do I feel heard?

-  Do I feel I am growing, or mostly standing still?

-  Do I still feel part of this environment, or am I simply used to being here?

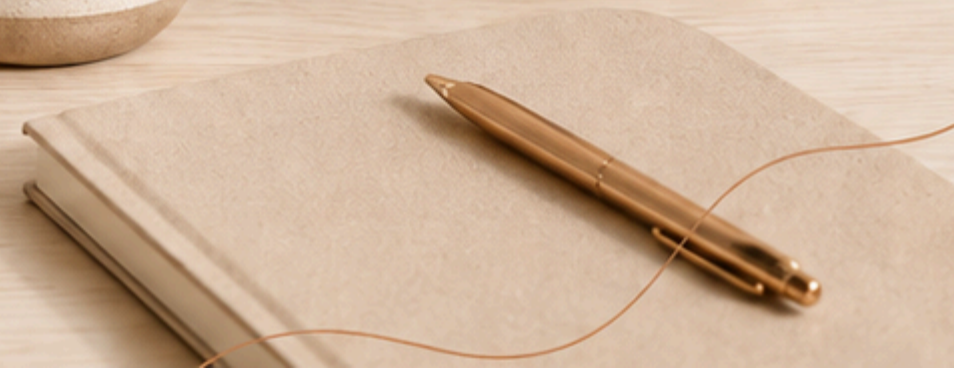
-  When was the last time I felt a sense of meaning in what I do?

 Notes / What am I feeling?

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What has built up?

We rarely disengage internally because of one single moment. More often, it is the result of things that have quietly built up over time.

-  Was there a moment when I said something important, but it was not heard?
-  Was there an effort that slowly turned into an expectation?
-  Was there a conversation I needed, but never had?
-  What have I started to keep to myself?
-  When did I stop expecting change?

 Notes / What has built up?

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What do I need right now?

Reflection is not only about understanding what feels wrong. It can also help us see what we need in order to move forward more consciously.

- 🍃 Do I need a conversation, a boundary, rest, recognition, growth, or change?
- 🍃 What would bring back at least part of my sense of meaning?
- 🍃 Is there anything that can still be repaired or restored?
- 🍃 What can I no longer ignore?
- 🍃 If nothing changes in the next three months, what will that mean for me?

🖋️ Notes / What do I need?

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How to use this guide

You do not need to answer every question at once.

Start with the ones that make you pause. The ones that leave you quiet for a moment. That is often where something important is waiting.

This guide can also be useful for managers, HR, and L&D professionals.

Not as an assessment tool. Not as a way to label someone as disengaged.

But as an invitation to listen more carefully.

Behind a person's silence, there may be exhaustion. Disappointment. A loss of meaning. A conversation that came too late.

Before people leave a company, they often leave internally first.

