

The 14 Day Anti People Pleasing Sprint at Work

A practical workbook to set clear boundaries, protect focus, and raise real performance without burnout

This print friendly workbook guides you through a two week experiment that shifts your energy from proving to performing. You will use brief daily practices to calm the pressure to please, upgrade your language for difficult requests, and design your time for impact. Keep a pen nearby and write directly on these pages. Each day includes an objective, a short plan, space for reflection, and metrics to track progress.

Color accents use a light green palette for clarity and calm. All pages carry the CareAndSelfLove.com header so you can distribute single pages in workshops or coaching sessions.

How to Use This Workbook

Schedule three deep work blocks across the next fourteen days. Ninety minutes is ideal. Protect these as if they were client meetings. Decide in advance which deliverable matters most this fortnight and aim your best hours there. You will measure success by outcomes shipped, not by message speed or meeting count.

Place a small note near your keyboard that reads Value, Availability, Visibility. Treat every request as a consent decision across these three dimensions. Value asks whether a request meaningfully advances your team goals. Availability asks whether you can do it to standard with the energy and time you have. Visibility asks whether the right people will see progress without performative availability.

If fear spikes when you set a boundary, pause for a single minute. Breathe, name the sensation, and speak to yourself as you would to a respected colleague. Calm is a performance tool. Use the status ritual described on Day 6 to replace anxiety with signal.

Legend

Objective explains the single focus for the day. Why it matters connects the practice to real performance. Today plan gives a concise path in a few sentences. Reflection offers prompts to write about. Metrics lets you quantify progress. Keep it simple and honest.

Day 1: The Proving Log

Objective

Notice approval seeking in real time and separate performance from proving.

Why it matters

Burnout grows when fear drives constant yes responses. Noticing the pattern reduces automatic reactions and returns choice. Awareness is the first move toward sustainable performance.

Today plan

Keep a simple record of every request and response today. For each item write what was asked, what you felt in your body, and the story that appeared in your mind. At the end of the day review the list and circle moments that came from fear rather than value.

Reflection

Which request triggered the strongest body signal today. What story ran in the background. If I removed fear, how would I answer next time.

Metrics

Generous nos today	
Deep work minutes	
Outcomes shipped	
Notes	

Day 2: Micro Yes Budget

Objective

Lower demand and protect standards by limiting unplanned favors.

Why it matters

Unplanned favors inflate demand and erode standards. A small daily limit protects deep work and raises quality without damaging relationships.

Today plan

Choose a small daily limit for unplanned favors that do not support your core outcomes. Two is enough. When you reach the limit reply with a warm and clear no and propose an option that does not require you to absorb extra load.

Reflection

What was my count of unplanned favors. Which request looked helpful but did not advance outcomes. What would a respectful no sound like for that case.

Metrics

Generous nos today	
Deep work minutes	
Outcomes shipped	
Notes	

Day 3: Language Upgrade Part One

Objective

Build a clear and kind way to decline without harm to relationships.

Why it matters

Clear and kind language preserves trust while protecting focus. It replaces apology forward replies with professional clarity.

Today plan

Use a three part reply format during the day. Start with appreciation. State the boundary in task or time. Offer an alternative that keeps momentum alive. Practice the format on low stakes requests so it feels natural during pressure.

Reflection

How did the appreciation boundary alternative format feel in my mouth. Where did I add extra words. What sentence can I shorten next time.

Metrics

Generous nos today	
Deep work minutes	
Outcomes shipped	
Notes	

Day 4: Language Upgrade Part Two

Objective

Renegotiate early when new information makes a yes unwise.

Why it matters

Early renegotiation prevents quality erosion and rebuilds realistic plans. Stakeholders trust people who surface constraints promptly.

Today plan

If you have over committed, contact the stakeholder before they contact you. State the conflict, the stakes, and the sequence you propose. Offer a check in point to confirm alignment. Early clarity protects quality and trust.

Reflection

What did I learn by renegotiating early. How did the stakeholder respond. What would I do differently in the first hour next time.

Metrics

Generous nos today	
Deep work minutes	
Outcomes shipped	
Notes	

Day 5: Self Compassion Under Fire

Objective

Calm the nervous system that drives people pleasing.

Why it matters

Self compassion calms the threat response that fuels people pleasing. Calm supports judgment and steady execution.

Today plan

Expect at least one triggering request today. Before you answer, pause for sixty seconds. Place a hand on your chest or neck and say to yourself that pressure is present and you can choose with care. Then respond with clarity.

Reflection

What sensation did I notice in my body before answering. What sentence of kindness landed. How did my reply change after the pause.

Metrics

Generous nos today	
Deep work minutes	
Outcomes shipped	
Notes	

Day 6: The Status Ritual

Objective

Replace performative availability with transparent signal.

Why it matters

Transparent updates replace performative responsiveness and reduce interruptions. Visibility anxiety falls when signal is reliable.

Today plan

Draft a status note that you will send twice a week. In a few lines list what shipped, what is in progress, what is blocked, and what decisions are needed. This reduces check ins and makes help easier to give.

Reflection

Which part of my note reduced check ins. Who needs to receive it to unlock decisions. What will I remove to keep it concise.

Metrics

Generous nos today	
Deep work minutes	
Outcomes shipped	
Notes	

Day 7: Recovery That Pays for Itself

Objective

Use deliberate recovery as a resource for focus and quality.

Why it matters

Deliberate recovery is a resource that buffers demand. Clarity and focus rise when the system rests.

Today plan

Protect one hour today for true recovery. Take a walk, rest, read quietly, or move your body. Treat this as a system maintenance step that buys back clarity for tomorrow.

Reflection

What recovery activity gave me the most clarity. How did my next work block feel. What will I repeat tomorrow.

Metrics

Generous nos today	
Deep work minutes	
Outcomes shipped	
Notes	

Day 8: Job Crafting Scan

Objective

Shift more of your time toward high impact tasks.

Why it matters

Crafting aligns your role with strengths and strategy. More time in high value tasks reduces the urge to seek approval.

Today plan

Map your work into three groups on paper. First are tasks that create disproportionate value. Second are tasks that are necessary and could be simplified or delegated. Third are tasks that exist mainly to reassure others. Choose one small change that moves time into the first group.

Reflection

Which task creates outsized value for my team. Which necessary task could be simplified or delegated. Which reassurance task can I stop.

Metrics

Generous nos today	
Deep work minutes	
Outcomes shipped	
Notes	

Day 9: Playful Work Design

Objective

Boost engagement in complex work without changing your role.

Why it matters

A light game frame increases interest and energy during complex tasks. Engagement gains often appear the same day.

Today plan

Choose your most demanding task today and give it a light game like frame. Add a timer or a personal challenge that raises interest without raising risk. Treat the block like an arena and finish one meaningful unit of work.

Reflection

Which playful element raised my energy. Did I finish one meaningful unit. How can I scale this feeling into tomorrow.

Metrics

Generous nos today	
Deep work minutes	
Outcomes shipped	
Notes	

Day 10: The One Meeting Rewrite

Objective

Replace a low leverage meeting with an async flow that preserves voice.

Why it matters

Moving routine updates to async preserves voice and saves time. Decisions improve when attention is focused.

Today plan

Select a recurring meeting. Share a written update twenty four hours ahead that lists updates and decisions needed. Gather comments before a short huddle focused only on decisions. Measure the time you save and the quality you gain.

Reflection

How many minutes did I save. Did decisions improve. What feedback did I receive on the async flow.

Metrics

Generous nos today	
Deep work minutes	
Outcomes shipped	
Notes	

Day 11: The Difficult Ask

Objective

Reset expectations with a stakeholder in a way that raises leverage.

Why it matters

Expectations become workable when value, availability, and visibility are explicit. This raises leverage for both sides.

Today plan

Book ten minutes with a stakeholder whose requests you often absorb. Name your top value areas for the quarter, your current availability, and how visibility will work so there is no guessing. Make one specific ask that helps both of you.

Reflection

What was the clearest sentence I said. What resistance showed up. What support request would raise leverage for both of us.

Metrics

Generous nos today	
Deep work minutes	
Outcomes shipped	
Notes	

Day 12: The Rehearsal Lab

Objective

Make boundary language automatic through short practice reps.

Why it matters

Repetition turns clear boundary language into a habit. Habits hold under pressure.

Today plan

Do three short repetitions of your clear reply with a partner or mirror. Keep your shoulders relaxed and your exhale long. Aim for calm and precise, not intense. Repetition builds fluency.

Reflection

What words made the reply clear and kind. How did my body posture change. What is my shortest accurate version.

Metrics

Generous nos today	
Deep work minutes	
Outcomes shipped	
Notes	

Day 13: The Trade Off Ledger

Objective

Make the physics of yes visible so decisions improve.

Why it matters

Writing trade offs in public teaches the true cost of yes. Better shared decisions follow.

Today plan

When a new request arrives, state what will move if you accept it now. Write it in your status note. This creates shared clarity and ends quiet late night catch up to hide cost.

Reflection

What trade off surprised me. How did transparency change the conversation. Where should I document these notes going forward.

Metrics

Generous nos today	
Deep work minutes	
Outcomes shipped	
Notes	

Day 14: The Debrief and the Bridge

Objective

Consolidate gains and choose one practice to carry forward.

Why it matters

Review consolidates learning and builds momentum. Small consistent practices compound over time.

Today plan

Return to your notes. Count the number of generous nos, the minutes of deep work, and the outcomes you shipped. Write what decreased when you stopped proving and what increased when you focused on performance. Choose one element to keep for the next month.

Reflection

What decreased when I stopped proving. What increased when I focused on performance. Which single practice will I carry into the next month.

Metrics

Generous nos today	
Deep work minutes	
Outcomes shipped	
Notes	

Keep It Going for Thirty Days

Continue the micro yes budget and the twice weekly status note. Each Friday spend five minutes to review what created disproportionate value, what was necessary and could be simplified, and what was only approval seeking. Share a short before and after snapshot with your manager or team. This turns private growth into cultural nudge.