Worksheet: Mismatch Inventory

⊙ Module	Module 1.5: Personality & Energy Profile	
# Unit Number	3.2	
⊙ Types	Worksheet	
⚠ Mandatory	☑	
🗄 Archive	☐	

Worksheet: Mismatch Inventory

Module 1.5: Personality & Energy Profile | Unit 3.2

Worksheet Overview

This diagnostic tool helps you assess where you're currently mismatched and what to do about it.

Use this to:

- Identify mismatch red flags across all four axes
- Assess the severity of mismatch in your current environment
- Create an action plan to reduce or address mismatch

Instructions

Work through each section below. Be honest—this is for you, not for evaluation.

Part 1: Current Environment Assessment

Describe your current primary environment (job, program, living situation, etc.):

Answer the following for each axis:

Axis 1: Structure

Your wiring: (Circle one)

Rigid (need systems) — Middle — Fluid (need flexibility)

Current environment: (Circle one)

Rigid (lots of systems) — Middle — Fluid (very unstructured)

Is this a match or mismatch?

☐ Match

☐ Mismatch

If mismatch, what are the warning signs?

- ☐ I feel constantly anxious or destabilized
- ☐ I feel trapped or suffocated
- ☐ I spend mental energy trying to create structure that isn't there
- ☐ I rebel against routines or quietly disengage
- ☐ Other: ___

Axis 2: Stimulation

Your wiring: (Circle one)

High (need intensity) — Middle — Low (need calm)

Current environment: (Circle one)

High (intense, fast-paced) — Middle — Low (calm, slow-paced)

Is this a match or mismatch?

☐ Match

☐ Mismatch

If mismatch, what are the warning signs?

- ☐ I'm bored to the point of physical discomfort
- ☐ I'm seeking stimulation elsewhere (substances, chaos, risky behavior)
- ☐ I'm constantly overwhelmed and exhausted

- ☐ I fantasize about quiet and calm
- ☐ Other: ___

Axis 3: Social Energy

Your wiring: (Circle one)

Introverted (recharge alone) — Middle — Extroverted (recharge with people)

Current environment: (Circle one)

Introverted (solo work) — Middle — Extroverted (constant social interaction)

Is this a match or mismatch?

☐ Match

☐ Mismatch

If mismatch, what are the warning signs?
- ☐ I feel drained after every workday
- ☐ I have no energy left for anything else
- ☐ I feel lonely and isolated
- ☐ I feel like I'm performing all day
- ☐ Other: ___

Axis 4: Control

Your wiring: (Circle one)

Autonomous (need control) — Middle — Guided (need direction)

Current environment: (Circle one)

Autonomous (full control) — Middle — Guided (clear direction from others)

Is this a match or mismatch?

☐ Match

☐ Mismatch

If mismatch, what are the warning signs?

- ☐ I resent being told what to do

- ☐ I disengage or rebel against direction

- ☐ I feel lost and overwhelmed with too much autonomy

- ☐ I crave feedback and direction constantly

- ☐ Other: ___

Part 2: Mismatch Severity Assessment

Count how many axes are mismatched:

☐ 0 axes (Good fit!)

☐ 1 axis (Manageable)

☐ 2 axes (Moderate drain)

☐ 3 axes (High drain)

☐ 4 axes (Severe mismatch)

What stage of the mismatch progression are you in?

☐ Stage 1: Discomfort (Weeks 1-2) — Feeling off, but still functional

☐ Stage 2: Adaptation (Months 1-3) — Developing coping mechanisms

☐ Stage 3: Burnout (Months 3-6) — Exhausted even after rest

☐ Stage 4: Breakdown (Months 6+) — Relapse, self-sabotage, or total shutdown

Part 3: Coping Mechanisms Check

What coping mechanisms are you using to survive this environment? (Check all that apply)

☐ Substances (alcohol, drugs)

☐ Overworking (to numb or prove yourself)

☐ Isolation (withdrawing from people)

☐ Avoidance (procrastinating, checking out)

☐ Drama/chaos (creating intensity where there is none)

☐ Perfectionism (controlling what you can)

☐ People-pleasing (masking to fit in)

☐ Other: ___

Are these coping mechanisms sustainable?

☐ Yes

☐ No

☐ Not sure

Part 4: Action Plan

For each mismatched axis, choose one of the following strategies:

Option 1: Leave the Environment

If you have the resources and flexibility, leaving might be the cleanest solution.

Can you leave this environment within the next 3-6 months?

☐ Yes

☐ No

☐ Not sure

If yes, what do you need to do to prepare?

-
-
-

Option 2: Modify the Environment

If you can't leave yet, see if you can adjust the environment to reduce mismatch.

For each mismatched axis, brainstorm one small modification:

Structure mismatch:

- If Rigid: Can you create your own systems? (e.g., personal routines, workflows)

- If Fluid: Can you negotiate flexibility? (e.g., flexible hours, work-from-home days)

- Small change I can make: ___

Stimulation mismatch:

- If High-Stim: Can you add intensity? (e.g., side projects, tight deadlines, new challenges)

- If Low-Stim: Can you reduce intensity? (e.g., pace yourself, say no to extra projects)

- Small change I can make: ___

Social mismatch:

- If Introverted: Can you protect solo time? (e.g., block off focus time, limit meetings)

- If Extroverted: Can you find co-working opportunities? (e.g., coworking space, regular check-ins)

- Small change I can make: ___

Control mismatch:

- If Autonomous: Can you negotiate autonomy? (e.g., own a project, make decisions)

- If Guided: Can you find a mentor? (e.g., regular check-ins, clear frameworks)

- Small change I can make: ___

Option 3: Create Fit Outside of Work

If you can't change your work environment, create fit in other areas of your life.

Where can you create fit outside of your primary environment?

- ☐ Hobbies (e.g., creative projects, sports, community groups)

- ☐ Side projects (e.g., freelance work, passion projects)

- ☐ Volunteer work (e.g., causes that align with your wiring)

- ☐ Social life (e.g., intentional friendships, communities)

What's one thing you can do this week to create fit elsewhere?

-

Part 5: Reflection

Answer the following:

1. **Which axis is causing you the most drain right now?**

   -

2. **What's the smallest change you can make this week to reduce mismatch?**

   -

3. **If you could design your ideal environment, what would it look like?**

   -

   -

   -

Submission

Save this worksheet for your own reference. You don't need to submit it unless your facilitator requests it.

Use this as a living document: Revisit it every 1-2 months to reassess and adjust your action plan.

> 🏗️ **Builder Reminder:** Mismatch is not failure. It's a design problem. And design problems have solutions. Start small. One axis. One change. One week.