



COMMUNITY AUDIT SHEET

Are You Building a Community That Heals—or Quietly Drains?

“Communities don’t fail loudly. They reveal themselves honestly—if we pause to look.”

How to use this audit:

- Rate each statement honestly
- Use **Yes / Needs Work / Critical Gap**
- Revisit quarterly or during moments of tension, burnout, or growth

PEOPLE — HUMAN WELL-BEING & TRUST

Psychological Safety

- ★ Members feel safe expressing disagreement without fear
- ★ Feedback is welcomed, not punished or deflected
- ★ Leaders model vulnerability and uncertainty

Status: Yes Needs Work Critical Gap

Emotional Load Distribution

- ★ Responsibility is shared—not concentrated
- ★ No one is expected to be “always available”
- ★ Rest is respected, not explained

Status: Yes Needs Work Critical Gap

Belonging & Dignity

- ✦ *Members feel seen beyond their output*
- ✦ *Contribution is valued at all levels*
- ✦ *No one is invisible by default*

Status: Yes Needs Work Critical Gap

CULTURE — VALUES, POWER & BEHAVIOR

Values in Practice

- ✦ *Stated values match daily behavior*
- ✦ *Decisions reference values—not convenience*
- ✦ *Recognition aligns with ethics, not popularity*

Status: Yes Needs Work Critical Gap

Power & Hierarchy

- ✦ *Influence is acknowledged, not hidden*
- ✦ *Decision paths are transparent*
- ✦ *Feedback can flow upward safely*

Status: Yes Needs Work Critical Gap

Conflict Health

- ✦ *Disagreement is normalized and guided*
- ✦ *Conflict leads to learning, not silence*
- ✦ *Tension is addressed early*

Status: Yes Needs Work Critical Gap

ENERGY — SUSTAINABILITY & RHYTHM

Burnout Signals

- ✦ *People can step back without guilt*
- ✦ *Over-functioning is noticed and corrected*
- ✦ *Energy levels are discussed openly*

Status: Yes Needs Work Critical Gap

☞ *Engagement Quality*

- ★ *Participation feels energizing, not obligatory*
- ★ *Silence is respected—not punished*
- ★ *Fewer meaningful interactions are valued over noise*

Status: Yes Needs Work Critical Gap

☞ *PURPOSE — DIRECTION & IMPACT*

☞ *Shared Meaning*

- ★ *Purpose is clear and remembered*
- ★ *Members know **why** the community exists*
- ★ *Purpose guides difficult decisions*

Status: Yes Needs Work Critical Gap

☞ *Long-Term Integrity*

- ★ *Growth never overrides well-being*
- ★ *Success is defined beyond numbers*
- ★ *The community leaves people better than it found them*

Status: Yes Needs Work Critical Gap

★ *SCORING INTERPRETATION*

- *Mostly Yes: Healthy, resilient system*
- *Many Needs Work: Early warning—adjust now*
- *Any Critical Gaps: Pause growth, repair trust first*

✍️ ✍️ ADAPTING THE AUDIT FOR DIFFERENT CONTEXTS

✍️ STARTUP & BUSINESS TEAMS

High-Speed, High-Stakes Environments

Key Risk Areas:

- *Founder burnout*
- *Engagement obsession*
- *Value drift under pressure*

Adaptation:

- ★ *Are people rewarded only for speed and output?*
- ★ *Is urgency masking exhaustion?*
- ★ *Can team members say “this isn’t sustainable” safely?*

Add This Metric:

✍️ Energy Sustainability Index

- *Team energy trend (↑ → ↓) over last 90 days*

Key Reminder:

Short-term hustle without ethical pacing creates long-term collapse.

☞ **SPIRITUAL / RELIGIOUS / INNER-WORK COMMUNITIES**

Meaning-Rich, Power-Sensitive Spaces

Key Risk Areas:

- *Toxic positivity*
- *Spiritual bypassing*
- *Authority unquestioned*

Adaptation:

- ★ *Can doubt be expressed without shame?*
- ★ *Are leaders held accountable without spiritual language deflection?*
- ★ *Is silence used for wisdom—or avoidance?*

Add This Reflection:

☞ **Alignment Check**

- *Does practice increase clarity—or dependence?*

Key Reminder:

Spiritual spaces must be the safest place for truth—not the most fragile.

☞ REMOTE & DISTRIBUTED TEAMS

Low Visibility, High Misinterpretation

Key Risk Areas:

- *Invisible overload*
- *Misread silence*
- *Always-on culture*

Adaptation Prompts:

- ★ *Are response-time expectations explicit and humane?*
- ★ *Is silence assumed as disengagement or reflection?*
- ★ *Do people feel pressure to perform presence?*

Add This Metric:

☞ **Communication Load Audit**

- *Messages per day vs clarity gained*

Key Reminder:

Remote doesn't mean emotionless. Distance magnifies design flaws.

☞ ☞ FINAL NOTE FOR THE AUDIT

You may want to close the audit sheet with this line:

“Communities become what they tolerate. This audit is not about blame—it's about choosing what you are willing to protect.”

FOUNDER BURNOUT EARLY-WARNING INDEX (FBEWI)

☞☞ Detect Burnout Before It Becomes Culture

“Burnout is rarely sudden. It is a slow erosion of clarity, joy, and trust.”

*This index helps founders, core leaders, and boards **identify burnout patterns early**, before they metastasize into control issues, disengagement, or cultural decay.*

☞ HOW TO USE

- Rate each statement honestly
- Use **0–3 scale**
 - 0 = Not true
 - 1 = Occasionally
 - 2 = Frequently
 - 3 = Almost always
- Total score at the end

☞ SECTION 1 — ENERGY & BODY SIGNALS

- ★ I feel physically tired even after rest
- ★ I postpone rest until “things stabilize”
- ★ I work through illness, fatigue, or emotional strain
- ★ I feel guilty when I disconnect

Subtotal (0–12):

☞ SECTION 2 — EMOTIONAL & COGNITIVE SIGNALS

- ★ I feel irritable or numb rather than inspired
- ★ Small issues feel disproportionately heavy
- ★ I replay conversations mentally long after they end
- ★ I struggle to feel joy in the community’s wins

Subtotal (0–12):

SECTION 3 — CONTROL & RESPONSIBILITY CREEP

- ★ *I feel only I can do certain things “properly”*
- ★ *I hesitate to delegate key decisions*
- ★ *I step in quickly when others act differently*
- ★ *The community feels unsafe without my presence*

Subtotal (0–12):

SECTION 4 — RELATIONAL DISTANCE

- ★ *I feel emotionally distant from members*
- ★ *Feedback feels personal, not informational*
- ★ *I avoid difficult conversations due to exhaustion*
- ★ *I feel unseen despite being central*

Subtotal (0–12):

SECTION 5 — MEANING & IDENTITY FUSION

- ★ *My identity feels tightly tied to this community*
- ★ *Stepping back feels like abandonment*
- ★ *I fear the community would fail without me*
- ★ *I struggle to imagine my role evolving*

Subtotal (0–12):

★ **TOTAL SCORE (0–60):**

INTERPRETATION

- **0–15 | GREEN:** Sustainable leadership
- **16–30 | YELLOW:** Early strain — adjust roles & rhythms
- **31–45 | ORANGE:** High risk — redistribute responsibility immediately
- **46–60 | RED:** Burnout present — pause growth, prioritize recovery

ETHICAL NOTE FOR FOUNDERS

If the community survives only through your exhaustion, it is not healthy—it is dependent.

*Burnout is not a weakness.
It is a systems warning.*

PEOPLE-PLANET-PROFIT COMMUNITY SCORECARD

Measuring What Actually Matters

“What you measure becomes what you protect.”

*This scorecard evaluates community health through the **Triple Responsibility Lens**—ensuring growth never comes at hidden human or ecological cost.*

SCORING METHOD

Rate each item 1–5

- 1 = Strongly disagree
- 3 = Neutral / inconsistent
- 5 = Strongly agree

PEOPLE — HUMAN WELL-BEING & DIGNITY

- ★ Members feel psychologically safe
- ★ Emotional labor is shared fairly
- ★ Conflict is handled with care, not avoidance
- ★ Leadership is accountable and accessible
- ★ People leave interactions with more energy than they entered

People Score (5–25):

PLANET — SUSTAINABILITY & SYSTEMIC CARE

- ★ Community practices respect limits (time, energy, resources)
- ★ Growth is paced, not extractive
- ★ Waste (attention, meetings, content, effort) is minimized
- ★ Regeneration is prioritized over constant expansion
- ★ Long-term impact is considered in decisions

Planet Score (5–25):

☞ **PROFIT — VALUE WITHOUT HARM**

- ★ *Economic or reputational gains are ethical*
- ★ *Trust reduces friction and hidden costs*
- ★ *Value creation benefits contributors, not just leaders*
- ★ *Success is long-term, not opportunistic*
- ★ *Financial or growth goals never override well-being*

Profit Score (5–25):

★ **TOTAL SCORE (15–75):**

☞ **SCORE INTERPRETATION**

- *60–75: Conscious, resilient community*
- *45–59: Stable but vulnerable — recalibrate*
- *30–44: Extractive tendencies emerging*
- *Below 30: Immediate redesign required*

☞ **CLOSING REFLECTION**

A community that scores high on profit but low on people will not last.

A community that honors people and planet creates profit naturally.