



✦ *Work–Self Separation Scorecard* ✦

A Self-Audit Toolkit for Inner Stability and Career Resilience

Purpose:

*To help individuals and leaders assess the degree to which their **sense of self is tied to their work**, understand psychological stability during career transitions, and align work with deeper values rooted in Dharma and ethical orientation.*



SECTION A — IDENTITY DEPENDENCE ON INCOME

Goal:

Determine how much your self-worth is tied to your job, title, income, or professional visibility.

1. Self-Worth Anchor Assessment

Rate each statement from **0 (Strongly Disagree)** to **5 (Strongly Agree)**:

Statement	Score (0-5)
<i>I feel lesser if I am not working or earning.</i>	
<i>I introduce myself first by my profession or title.</i>	
<i>Career setbacks feel like personal failures.</i>	
<i>When work is stressful, I feel “less me.”</i>	
<i>My sense of value rises with professional success.</i>	

Scoring Guide:

- **0–10:** Strong inner grounding — low identity dependence
- **11–18:** Moderate identity fusion — some work worth-anchoring
- **19–25:** High identity dependence — potential vulnerability

🕒 **Insight:** High identity dependence means your inner self (Atman) is tied to external roles rather than internal worth. This is precisely the psychological fusion the **Work Is Not Identity** framework warns against.

Relevance: Explore Dharmic perspectives on work and self (e.g., **The Art of Detachment at Work** for applied detachment strategies). [Explore detachment practices from work psychology on AdikkaChannels](#)



SECTION B — PSYCHOLOGICAL RESILIENCE TO CAREER SHOCKS

Goal:

Evaluate your emotional stability when facing layoffs, role changes, or career transitions.

2. Resilience Indicators

Rate each item from **0 (Rarely/No)** to **5 (Almost Always/Yes)**:

Indicator	Score (0-5)
<i>I can talk about a career setback objectively.</i>	
<i>I maintain peace without a job or title.</i>	
<i>I have support systems outside work.</i>	
<i>I can slow my thoughts without ruminating during job loss.</i>	
<i>I see setbacks as learning signals, not personal flaws.</i>	

Scoring Guide:

- **0–10:** Low resilience — high psychological reliance on career
- **11–18:** Moderate resilience — room for stabilization
- **19–25:** High resilience — strong psychological buffer

🕒 **Insight:** Psychological resilience means your **nervous system and self-narrative are not hostage to career identity**. High resilience protects against collapse when work ends.

Practice Tip: Journaling around setbacks, non-work identities (family, service, community), and emotional regulation techniques strengthens this score over time.



SECTION C — DHARMA ALIGNMENT IN WORK CHOICES

Goal:

Assess how work aligns with values, ethics, and sense of right conduct — the essence of Dharma rather than transactional work identity.

3. Dharma Alignment Matrix

Rate each from 0 (Not at all) to 5 (Fully aligned):

Question	Score (0-5)
<i>My work serves a purpose beyond income.</i>	
<i>I make decisions guided by ethical principles.</i>	
<i>Work doesn't compromise my core values.</i>	
<i>I feel responsible for my impact on others.</i>	
<i>I define success in broader terms than titles or pay.</i>	

Scoring Guide:

- **0–10:** Low Dharma alignment — career driven by external incentives
- **11–18:** Moderate alignment — mixed motives in work choices
- **19–25:** High alignment — intrinsic purpose and ethical living

🕒 **Insight:** High Dharma alignment indicates work is integrated with meaning and ethical conduct, not identity. This anchors inner worth in **values** rather than **roles**.

Action Step: Revisit your **svadharmā** — the role-specific ethical purpose that connects work to contribution, not self-definition. (For context, check **How Dharma Can Heal a Broken System** on role-based ethics for purpose clarity.) [Discover role-aligned ethical decision-making with Dharma principles](#)

Overall Score & Interpretation

Category	Score
Identity Dependence	__ /25
Psychological Resilience	__ /25
Dharma Alignment	__ /25

How to Interpret Your Total:

- **60–75: Integrated Selfhood** — Your work nourishes you but does not define you.
- **40–59: Tension Zone** — Some dependence exists; inner practices and reframing help.
- **< 40: Identity Fusion** — Work and self are enmeshed; urgent inner recalibration needed.

Recommended Reflection Questions

Use these to deepen self-audit insights — ideal for journaling or guided coaching:

- ★ What aspects of my life give me strength even when work falters?
- ★ Where does my emotional wellbeing come from — external success or internal values?
- ★ What would shift if I pursued meaning first and income second?

Practices to Strengthen Separation

- ☞ **Career Humility** – Detach ego from role outcomes; see career as process, not identity.
- ☞ **Skill Plurality** – Cultivate diverse skills; diversify identity anchors.
- ☞ **Role Impermanence** – Embrace transitions as natural, not threatening.
- ☞ **Inner Sovereignty** – Ground worth in Atman and Dharma, not career badges.

For deeper integration of these practices, we recommend exploring the Dharmic model of work and inner stability discussed in **Work Is Not Identity: Why Modern Careers Break the Human Spirit**.