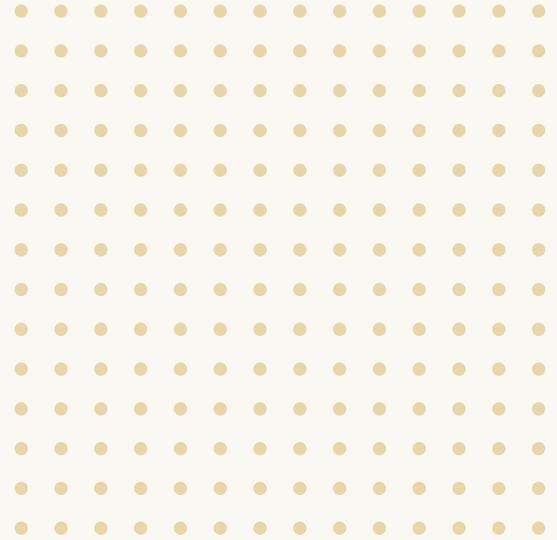


● TOM RATH



BOOK CLUB KIT

Are You Fully Charged?

The 3 Keys to Energizing Your Work and Life

A discussion guide exploring meaning, interactions, and energy — with questions for each section, group exercises, and personal reflection prompts for book clubs and teams.



How to Use This Guide

Are You Fully Charged? reveals that a great day is not about luck — it is built on three conditions: meaning in your work, positive interactions with others, and the physical energy to make it all happen. This guide will help your group explore how to create more of those days, on purpose.

Three Lenses, One Conversation

The book has three major sections: Meaning, Interactions, and Energy. Consider spending one meeting on each, giving your group time to go deep.

Rate Your Day

At the start of each meeting, have everyone rate their day on a 1–10 scale and briefly explain why. This grounds the conversation in real life.

Pair and Share

Some questions are best explored in pairs before opening to the full group. This encourages quieter members to participate.

Action Over Analysis

End each session with a specific, small action each person will take before the next meeting.

DISCUSSION GUIDE

Discussion Questions



Meaning

Creating purpose in your daily work

- 1 Tom argues that meaning does not require a grand mission — it shows up in daily choices. When did you last feel a strong sense of meaning in your work?
- 2 The book distinguishes between happiness (which is fleeting) and meaning (which sustains you). How do you experience that difference?
- 3 Tom writes about the danger of pursuing status or money as primary goals. Has there been a time when achieving something 'successful' left you feeling empty?
- 4 How does your work contribute to someone else's life? Can you trace a specific example?
- 5 What would change if you spent 20% more of your work time on the tasks that give you the most meaning?
- 6 Tom suggests that meaning often comes from using your strengths in service of others. What are your core strengths, and how are you using them now?

Interactions

The power of positive moments with others

- 1 Tom presents research showing that positive interactions outweigh negative ones by a ratio of at least 3 to 1 for relationships to thrive. Does that ratio surprise you?
- 2 Think about your last 24 hours. Which interaction gave you the most energy? Which drained you the most?
- 3 The book emphasizes creating positive moments for others as a source of your own wellbeing. How do you experience this in practice?
- 4 Tom warns about the lasting damage of even small negative interactions. Can you think of a brief negative encounter that stuck with you far longer than it should have?
- 5 How do digital interactions (texts, emails, social media) compare to in-person ones in terms of energy? What boundaries might help?
- 6 If you could redesign one regular interaction in your life — a weekly meeting, a family dinner, a commute — how would you change it to make it more positive?

Energy

The physical foundation for everything else

- 1 Tom connects physical energy to the ability to experience meaning and positive interactions. Where do you see this connection in your own life?
- 2 The book shows that small choices — food, movement, sleep — determine your energy more than willpower or motivation. Which area most affects your daily energy?
- 3 What is your energy pattern throughout the day? When are your peaks and valleys, and how do you currently manage them?
- 4 Tom argues that most people dramatically underestimate how much sleep affects their performance. Has this book changed your relationship with sleep?
- 5 How does your energy level affect the people around you? Can you recall a time when your low energy negatively impacted someone else?
- 6 What is the single most impactful energy habit you could adopt based on what you have read?



GROUP ACTIVITY

The Fully Charged Audit

Each person rates themselves 1–10 in each of the three areas (Meaning, Interactions, Energy), then shares one specific action to improve their lowest-scored area.

- Write down three scores: Meaning (1–10), Interactions (1–10), Energy (1–10).
- Circle your lowest score. This is your focus area for the next two weeks.
- Share your scores with the group (only if comfortable). No explanations needed — just the numbers.
- Brainstorm as a group: What is one tiny action that could move each person's lowest score up by 1 point?
- Write your action on a card. At the next meeting, report back on what happened.



PERSONAL REFLECTION

Journaling Prompts

Take time between meetings to reflect on these prompts. Write freely without judgment — these are for your eyes only.

- 1 Describe the most 'fully charged' day you can remember. What made it so? How were meaning, interactions, and energy each present?
- 2 Write about someone who consistently creates positive interactions wherever they go. What do they do differently?
- 3 What is the biggest energy thief in your current life? What would it take to reduce its power over you?
- 4 Tom writes about the importance of doing things for others without expecting anything in return. When have you experienced the deep satisfaction of pure contribution?
- 5 If your energy level were visibly displayed above your head like a battery icon, how would your behavior change?
- 6 Write about a moment when you chose meaning over comfort. What did it cost, and what did it give you?



Thank you for reading.

Share your experience and connect with other readers

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