



LEADERSHIP

HEALTH CHECK

TEMPLATE





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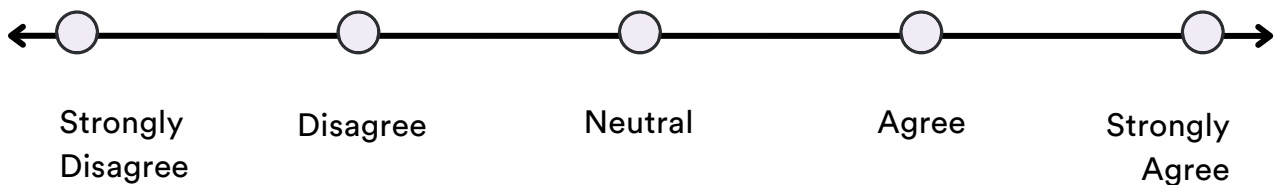
LEADERSHIP HEALTH CHECK

Welcome to our leadership health check.

We believe that people leaders have an outsized impact on the culture of our organisation. Please take a moment to reflect on your relationship and experiences with your direct leader to complete the below questions.

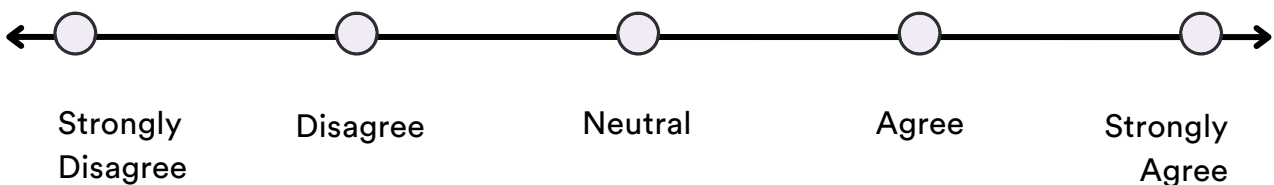
My manager inspires positive outcomes

- My manager fosters an environment that supports ownership, autonomy, and shared purpose while encouraging teams to work closely together, lean on each other, and take risks in how to accomplish goals and outcomes.
- My manager communicates a vision of the future in ways that inspire and motivate me to work with sustainable focus and dedication to achieving goals.
- My manager removes roadblocks and enables effective decision making that helps me accomplish things I wouldn't be able to by myself.



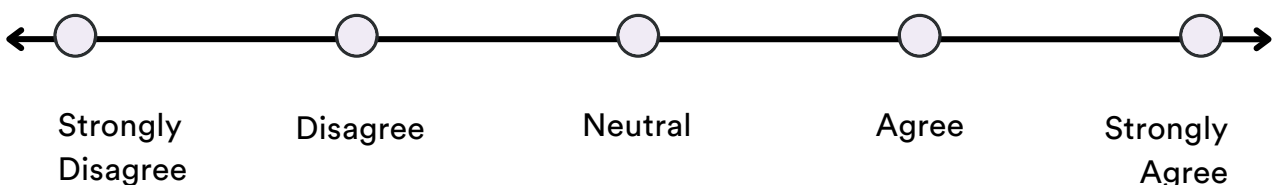
My manager is a strong coach

- My manager understands that company success is strongly tied to the fulfillment, growth, and accomplishments of the team. They embrace opportunities to help me grow in my knowledge and skills—whether it be through coaching, recommended resources, or formal training.
- My manager does not shy away from hard conversations but approaches them with curiosity and a desire to learn. They provide candid yet kind feedback with the intent of helping me address behaviours that might impede individual or team growth.
- My manager practices continuous learning in their respective fields so that they continue to gain trust as “expert leading experts”



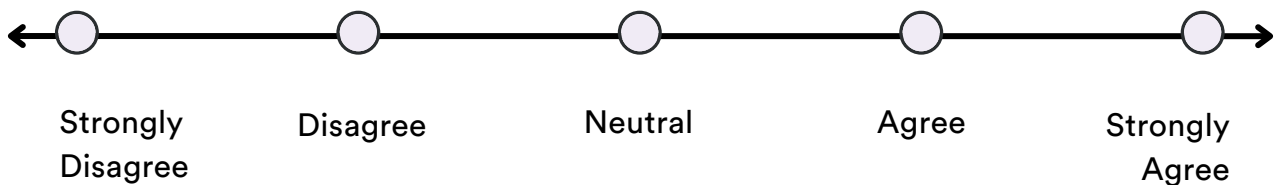
My manager cultivates safety

- My manager actively cultivates a safe, calm environment that is built on trust and empathy. They work hard to listen deeply, and they ask questions to understand intent and hear underlying feedback (even when it's communicated poorly).
- My manager celebrates individual differences and points of view, and they are able to navigate varying backgrounds with understanding and curiosity.
- My manager frequently reflects on opportunities to consider better and more thoughtful ways of communicating. And, they recognize when they've made a mistake and apologise directly.



My manager builds strong relationships

- My manager sees colleagues as strategic partners and recognizes the need to build strong relationships. Through thoughtful and humble communication, they are able to do more in their role while supporting the team and community even better.
- My manager knows that strong relationships, empathy, and trust make creativity, productivity, and growth possible.
- My manager trusts me and the team deeply and approaches conversations with awareness of intent and impact.
- My manager is not afraid to challenge others to constantly be better leaders.





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