OCTOBER LEADERSHIP · HANDOUT-October, 2026

Leading With Well-Being

A practical check-in guide for managers and team leaders, for Global Leaders in Wellbeing Week (Oct 19–23) and every week.

Why It Matters

Leaders shape a team's daily experience of stress, trust, and belonging. Regular, caring check-ins build psychological safety, catch burnout early, and help people do their best work.

Check-In Questions to Try

Opening

- "How are you doing, really, this week?"
- "What's going well for you right now?"

Workload

- "How manageable is your workload on a scale of 1 to 10?"
- "What could we take off your plate or postpone?"

Support

- "What's getting in your way?"
- "What's one thing I could do to support you?"

Growth

- "What would you like to learn or try next?"
- "What kind of recognition feels meaningful to you?"

Signs Someone May Be Struggling

- Changes in mood, energy, or engagement
- Missed deadlines or more mistakes than usual
- Withdrawing from the team
- Irritability or tearfulness
- More absences, or working excessive hours
- Comments about feeling overwhelmed or hopeless

How to Respond With Care

Do	Avoid
Choose a private moment, and lead with care: "I've noticed… and I want to check in."	Diagnosing, or guessing at what's wrong
Listen more than you talk, and thank them for sharing.	Rushing to fix it or minimizing ("Everyone's stressed")
Share resources: the EAP, flexible options, or accommodations.	Sharing what they told you without permission
Follow up in a few days.	Treating one conversation as the end of it

> **Model it yourself:** Take your breaks, use your time off, and talk openly about well-being. If someone mentions harming themselves, stay with them and connect them to 988 or emergency services right away. Executive coaching can help leaders build these skills.

NOTES ON LEADING SKILLS

WHAT SITUATION PROMPTED USE OF THE NEW SKILLS?_____

_____

WHAT APPROACH WAS UTILIZED? _____

_____

WHAT WAS THE OUTCOME OR RESULT BY USING A NEW SKILL OR APPROACH?_____

_____

WHAT WOULD OR COULD HAVE BEEN DIFFERENT IN THE NEXT SIMILAR SITUATION?_____

_____

For educational and wellness purposes; not a substitute for counseling. In crisis? Call or text 988, or call 911.