

# Mental Health-Driven Leadership Checklist

MAKE THE FIRST STEP COUNTS.

Use this checklist to assess how your organization is putting people first while still supporting excellence and performance.



**I include mental wellness check-ins in team meetings**



**I have scheduled regular “Care Check” moments with individuals**



**I use language that validates, not dismisses, stress or burnout**



**Our mental health resources (EAP, helplines) are visible and repeated**



**We recognize more than output, we celebrate empathy and collaboration**



**Our team knows mental health is not a taboo topic here**



**We encourage (and model) taking breaks and setting boundaries**



**Leaders know how to respond if someone is emotionally struggling**



**Our onboarding and training reflect people-first values**



**We build policies that support belonging, not just productivity**

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*You can expect high performance without sacrificing human well-being. But only if your culture gives people permission to be human.*

— Deborah Stallings, MA, SHRM-SCP