

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