

People-First Leadership Checklist

CORNERSTONE OF PEACE AND ACCOUNTABILITY

Use this checklist to reflect on how you lead and support your team. Each section represents a cornerstone of a healthy workplace culture. Check what you're doing well, then choose one area to grow. Small shifts in behavior can create big culture change.

1. PEACE

- ☐ I respond to stress with steadiness, not reactivity.
- ☐ I make space for reflection or thoughtful dialogue under pressure.
- ☐ I lead with emotional regulation, not urgency.

2. PATIENCE

- ☐ I allow time for people to learn and adjust.
- ☐ I avoid rushing decisions when clarity is needed.
- ☐ I prioritize progress that aligns with values over speed.

3. EMPATHY

- ☐ I regularly check in with team members beyond their tasks.
- ☐ I consider people's challenges, not just their performance.
- ☐ I model compassion in my communication and policies.

4. ACCOUNTABILITY

- ☐ I follow through on my commitments.
- ☐ I address behavior that contradicts our values.
- ☐ I lead with both honesty and care when offering feedback.

5. EQUITY

- ☐ I recognize that team members may need different support to succeed.
- ☐ I look for gaps in access, recognition, or opportunity.
- ☐ I advocate for fairness in both resources and expectations.



The forgotten KPI is not charity. Humanity is a business necessity that sustains performance.

— Deborah Stallings, MA, SHRM-SCP