

# 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.

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

— Deborah Stallings, MA, SHRM-SCP