

This check-in will help you stay connected:

- ✓ to your team,
- ✓ to the people you work with,
- ✓ and to the people you care about in your personal life.

There are four areas to pay attention to:



### 3. CHECKING IN

How are you listening to individuals and groups' different ideas and needs in your organization or life?

The essential skills that go with this one are -

- 1. Asking,
- 2. Active listening, and
- 3. Following up afterward.

Check out these resources:

- [4 essential human connections we all need right now](#)
- [Simple ways to connect with each other, even virtually.](#)
- [How to stay open when you are ready to shut the conversation down](#)
- [Tips for staying open & non-defensive in difficult conversations](#)
- [5 Steps for Grounding During Instability.](#)
- [5 steps for grounding during instability.pdf](#)
- [2 questions that cut back the stress](#)

**This could look like:** asking in conversations – "How do you feel about this?" "What are you wondering about this?" "What ideas do you have?" And then listen.

### 1. TENDING

How are you (and your company) tending to relationships between individuals and groups in an ongoing way?

What small practices do you have to tend to relationships?

**This could look like:** times in meetings and 1-on-1's focused on relationship development, showing care and awareness about what is occurring for different teammates in their workloads, knowing how a person likes to be appreciated and offering appreciation.

### 2. TUNING IN

How are you staying connected to the energy, the pulse, the desires of your co-workers, partners, team members?

**This could look like:** being present in meetings or spaces you do not usually attend (as long as you are invited!), slowing down, asking questions, paying attention to your feelings and intuition about how people are doing and what they may need, and asking more questions.

### 4. CHANGING

How are you being moved by what you hear and learn from the people in your life?

The benefit of working in a team and having friendships and relationships is becoming an ever-evolving better version of yourself and building an ever-evolving, better version of your organization.

**This could look like:** changing a policy or practice, changing your mind, changing a belief, asking more questions, or feeling a part of you grow or shift.