

# Energizing Leadership Feedback Checklist

SHIFTING  
THE ENERGY



How Love Leads Remarkable Teams  
JESSICA WALTER

Please review the statements below and check each one that describes behaviors you've observed from your leader and the team environment they've created. Your responses will help your leader identify what's working well and what could be improved.

From the book *Shifting the Energy*

Available on [Amazon](#) and [Audible](#)

## ADOPT A SUPPORTIVE MINDSET

- ☐ I have the skills, training, and practice needed to do my work well
- ☐ My leader gives me flexibility and autonomy in how I complete my work
- ☐ When our team is busy, my leader pitches in to lighten the load
- ☐ I feel confident that my leader sticks up for our team when we're not present
- ☐ When my leader needs to share corrective feedback, they do it as soon as possible
- ☐ My leader provides clear expectations and sticks to them – expectations don't constantly change
- ☐ My leader makes sure I can be "off-off" when I'm away from work
- ☐ My leader never makes me feel guilty about taking time off
- ☐ My leader knows how to spot signs of burnout in team members
- ☐ My leader helps me remove roadblocks or obstacles that get in my way
- ☐ My leader frequently tells me what I'm doing well
- ☐ Before making important decisions, my leader takes time to understand the situation, the day-to-day work, and/or employees' perspectives so they can make high-quality decisions
- ☐ I understand our vision for the future and our plan to achieve it
- ☐ I have enough protected blocks of time to focus and concentrate without being disturbed
- ☐ My work location is determined by the type of work to be completed (not the day of the week or the number of days to be worked in a specific location)

## FOSTER A FRIENDLY CULTURE

- ☐ Team members frequently offer appreciation and gratitude to each other
- ☐ As a team, we have a habit of being courteous with each other
- ☐ It's common to see team members do small favors for each other
- ☐ When we have conflicts or disagreements, we work together in a healthy way to find a solution that best meets the needs of everyone involved
- ☐ We never interrupt each other
- ☐ On our team, we never try to make each other feel bad
- ☐ It's common for us to spend some time chatting about personal topics during our meetings with each other

## FOSTER A FRIENDLY CULTURE (continued)

- ☐ We celebrate each other's birthdays, work anniversaries, personal accomplishments, and professional accomplishments together
- ☐ We celebrate together any time we complete a major project
- ☐ The team feels safe sharing their perspective, even when it is different than what others have shared
- ☐ No matter what happens outside of our team, we know we can come back to each other to feel connected and protected
- ☐ When we're together, there's a warm, welcoming vibe
- ☐ It's common for our team to laugh a lot when we're together
- ☐ No one on our team feels like they have to put on a false front when we're together – everyone feels comfortable being themselves
- ☐ We know we can rely on each other to complete our portion of the work
- ☐ When one team member isn't able to give their best, the rest of us fill in until our teammate is back on their feet
- ☐ We often “swarm” together as a team to overcome setbacks

## PRACTICE OPEN COMMUNICATION

- ☐ My leader regularly invites feedback, input, and ideas
- ☐ When I share input, ideas, or feedback, my leader communicates how it will be used or applied
- ☐ There are plenty of opportunities to share input, ideas, and feedback with my leader
- ☐ My leader is transparent about business challenges and how we plan to overcome them
- ☐ I've never heard my leader gossip, vent, or share something that should have remained private
- ☐ My leader asks for input when making decisions that affect me
- ☐ I feel like my leader truly listens and tries to understand my point of view or how I feel
- ☐ I trust that my leader doesn't intentionally mislead me
- ☐ I usually hear important news from my leader or other official channels – not from coworkers, customers, family, news media, social media, etc.
- ☐ When major changes happen, my leader explains the rationale and the process behind them
- ☐ My leader communicates in a way that is genuine and straightforward
- ☐ My leader stays calm and encouraging when I bring up a problem or disagree with them
- ☐ My leader encourages two-way dialogue and makes me feel welcome to contribute to conversations
- ☐ I feel well-informed about what's going on at work
- ☐ My leader uses open, welcoming body language (*examples: making eye contact, turning toward people to listen, using encouraging gestures, using the camera during video calls, etc.*)



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