

How do your leadership choices shape a well-being culture?

Well-being leadership is a journey, not a fixed state. This short self-assessment helps you identify where you are today and where small leadership shifts could have the greatest impact.

1	2	3	4	5
strongly disagree	disagree	neutral	agree	strongly agree

I regularly create space in team meetings to discuss workload, energy, and well-being.

I actively support my team when workload or priorities become challenging.

I regularly and explicitly recognize and appreciate my team's contributions.

I model a constructive and optimistic mindset during challenging situations.

I support team members in developing healthy habits.

I speak up when someone isn't acting appropriately.

I share personal experiences to model healthy ways of working and build trust and connection.

I take care of my own well-being so I can effectively support others.

I help remove barriers that interfere with a healthy and productive workday.

My decisions and priorities consistently reflect that employee well-being is a core organizational value.

My team and I discuss which healthy habits we want to develop.

I create opportunities for social connection within my team.

Total score: _____

Add up your scores to reflect on where you currently stand in your well-being leadership journey.

What your score indicates about your well-being leadership:

12–24 | Getting started

You are at the beginning of your journey. Start by opening the conversation with your team, listening to their needs, and identifying one or two focus areas to act on together.

25–36 | Building awareness

Your awareness is growing. Now shift from intention to action: involve your team, prioritize what matters most, and begin translating insights into consistent practices.

37–48 | Strengthening impact

You have built a solid foundation. To increase your impact, identify leadership behaviors or systems where small changes could make a meaningful difference.

49–60 | Leading by example

You are leading by example and fostering a strong well-being culture. Stay engaged, keep learning, and continue evolving your approach as your team and organization grow.

Further insights and practical tools can be found in **Richard Safer's** book 'A Cure for the Common Company', his website richardsafer.com and in our jointly authored Insights Series, [↗ issue 56 'Well-being starts with culture'](#)