

# Leaders checklist



- ☐ Does everybody know what is expected of them?
- ☐ Do you treat others how they want to be treated?
- ☐ Are you inclusive in decision making?
- ☐ Have you defined team values and behaviours?
- ☐ Do you hold retrospectives?
- ☐ Do you admit fault first?
- ☐ Do you invite feedback and make the environment conducive to this?
- ☐ Do you show vulnerability and emotion?
- ☐ Are you firm with negative behaviours?
- ☐ Do you provide financial and job security?
- ☐ Are you patient?
- ☐ Are you clear on the why for hire, promote, and fire choices - does each of these decisions raise or lower the bar on the culture and values of the organisation?



**1. MAKE**  
it an explicit  
priority.



**2. FACILITATE**  
everyone  
speaking up.



**3. ESTABLISH**  
norms for how  
failure is handled.



**4. CREATE**  
space for new ideas  
(even wild ones).



**5. EMBRACE**  
productive  
conflict.