

Leadership Personal Assessment

We invite you to use the questions below for self-assessment and/or discussion with your team. These questions are based on attachment principles and the science of emotional connection Leading an Emotionally Connected Organization workshops.

Connecting and Engaging

- Connecting with my team is very important to me. I try to tune into each person's experience and be clear on the message I send them with care, safety, and alliance.
- I understand that my primary goal is to create emotional safety to bring their whole self to work.
- I ask what they need to help them feel secure in our relationships and know that I will be there when they need me.
- I feel comfortable asking for what I need from my immediate supervisor in times of stress to help me move forward with my work and projects.

Reconnection and Repair

- If I feel disconnected, I feel safe speaking up and sharing my worries and concerns with my colleagues and my immediate leader.
- As I work with others, I tried to reassure them to share moments of their disconnects so that repair and healing could occur.
- I respect each person's emotional experience and tune my team's emotional needs for reconnection and repair conversations.
- I role model openness, vulnerability, and acceptance to promote psychological safety, emotional experiences, and a nurturing environment.

Building Bonds

- I follow through on conversations that seem to be disconnecting.
- I encourage and acknowledge people's strength and courage in sharing their emotions and hurtful feelings.
- I seek to empathize and put myself in the other person's shoes.
- I welcome deep conversations and validate each person's experience.
- I promote and model healthy and positive interactions with others.
- I stay away from judgment, blame, and criticism. Instead, I share fears, feelings, and needs.

Developing Capacity

- I encourage others to learn the language of emotions and use the Emotional Connection (EmC) process for conflicts and disconnections.
- I encourage exploration and sharing of emotional triggers, fears, feelings, and needs.
- I recognize and understand that mistakes are inevitable and encourage people to share them to not feel alone in their experiences.
- I help others to be emotionally accessible and responsive with validation, normalizing, and empathy.

Leading Transformation

- I help others to use emotional connection language to accomplish a positive change.
- I listen with appreciation, recognizing gifts and talents that people bring to the conversation.
- I am proactive in seeing feedback and initiate open conversations without negative consequences.
- I do whatever it takes to respond to needs to restore safety and connection quickly and effectively.

