

Figure 3.5: Assess Your Relationship Management

For each one of the following markers for *building an atmosphere of emotional safety*, score yourself as (1) seldom, (2) sometimes, (3) often, or (4) frequently.

- My staff know they are accepted for who they are, as they are as human beings.
- I carefully attend to interactions, ensuring that those who are sharing with me know I am hearing them rather than viewing them as problems for me to solve or delays or detours in my day.
- People on our team or teams are willing to be vulnerable regarding admitting mistakes or uncertainties.

For each one of the following markers for *employing interpersonal skills*, score yourself as (1) seldom, (2) sometimes, (3) often, or (4) frequently.

- I receive feedback that people feel I truly listen to them.
- My staff see me as a team player who welcomes opportunities to collaborate or share leadership.
- My staff seek coaching and feedback from me.
- I demonstrate good health habits, boundaries between my work and personal life, and effective use of social media and mobile devices.