

# Embracing the Emotional Landscape

## A Connection Guide for Leaders

Being intentional and creating space to notice and name what people are facing *and feeling* means you can better navigate your shared reality together. You'll find some strategies here to help you connect with your team and create opportunities to share and support.

### Weekly Huddle

In person or virtual. Make it part of your regular team agenda, or dedicate a time. Treat it as a conversation and invite, but don't require, each person to share.

You can use simple prompts as a guide:

- What's top of mind?
- What feels like a struggle?
- What would help with that?
- What support do you need?
- What are you appreciating most right now?



Be open to hearing what's happening in people's lives. The goal is to listen to understand not to fix. Simply confirm and acknowledge what you hear.

When there's a specific request for support, confirm what you'll do.

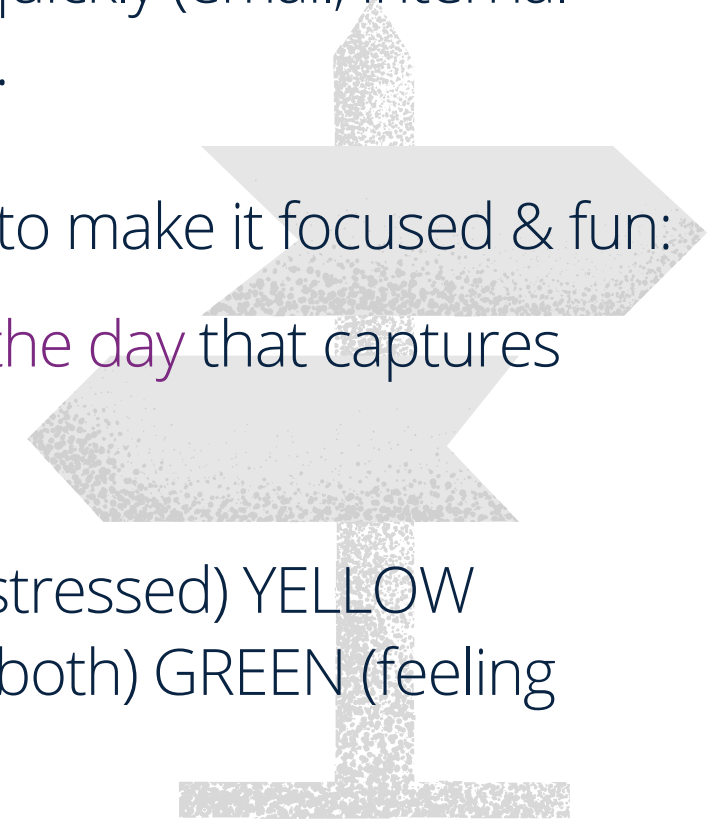
### Daily Status Update

Have each person share a status update at start or end of day, or any time decided by the team. Agree on ONE channel where everyone can see quickly (email, internal chat platform, text).

Here's some ideas to make it focused & fun:

**Emoji or meme of the day** that captures their current state.

**Traffic light** – RED (stressed) YELLOW (confused or bit of both) GREEN (feeling good).



**Fill in the Blank** -pick 2-3 (or try them all in your weekly huddle):

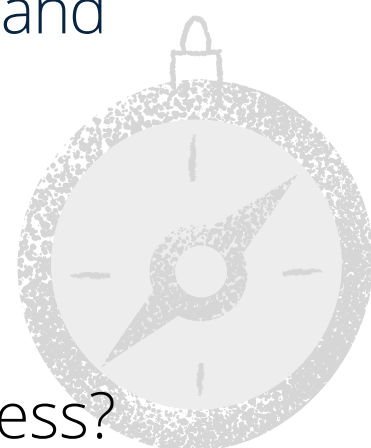
Grateful for...	Celebrating...
Challenged by...	Inspired by...
Need help with...	Next focus is....

### Recalibrate

Set regular check points to review communication processes to make sure they are working and providing the support your team needs.

Questions to consider:

- What's been helpful about our process?
- What are other ways to achieve this?
- What's missing?



### Your Role

As a leader you can set the tone by being clear on your intentions, make these conversations a priority, and participate fully yourself.