Scorecard on Empathy and Leadership

- How well do I listen to my team members without interrupting or rushing to give advice?

- When was the last time I asked someone on my team how they were doing, not just in their work, but personally?

- Do I take time to understand the emotions behind my team members' behaviors or challenges before responding?

- Am I open to feedback from my team, and do I make it easy for them to share how they feel about my leadership style?

- How often do I put myself in my team's shoes to better understand their struggles and motivations?

- Do I adjust my communication style based on the emotional state of my team members to show I'm aware of their feelings?

- Have I created a safe environment where my team feels comfortable expressing their concerns or asking for help?

- When making difficult decisions, do I consider how they will impact the emotional well-being of my team members?

- Have I found the right balance between being empathetic and still holding my team accountable for their performance?

- How do I manage my own emotional well-being, especially when I'm regularly absorbing the feelings of others?

- Am I comfortable giving constructive feedback to my team, even when I know it might be hard for them to hear?

- Have I ever found myself being too empathetic, to the point where it affected my ability to make decisions?

- Do I encourage open communication in a way that fosters trust and respect within the team?

- How do I handle situations where I feel emotionally drained from empathizing with my team?

- Do I make sure to take care of my own needs, both personally and professionally, while supporting others?