**The Ultimate Leadership Checklist for 2023**

Managers are critical to creating an environment where every employee can thrive. Use this checklist, inspired by our research & consulting teams, to guide your own leadership priorities.

- **Support employees’ expectations by practicing inclusive leadership.**
  - Design your employee engagement/census survey or other listening events to measure the impact of leadership behaviors on your EX today.
  - Engage in a dialogue with employees to ensure they feel heard and to give managers insight into opportunities for improvement.
  - Use this data to inform your action planning and help managers develop inclusive leadership behaviors.

- **Help team members connect with one another.**
  - Incorporate team-building activities and other events into your regular meeting cadence to foster team cohesion, and help employees understand their place in the organization.

- **Communicate, communicate, communicate.**
  - Encourage leaders to communicate regularly and openly. Authentic, sometimes vulnerable conversations are critical for establishing trust as well as a sense of psychological safety. (Communication becomes even more critical if your organization finds itself making cuts, or implementing other strategic changes.)

- **Practice self-care and address the value of emotional labor.**
  - Encourage each manager to plan for self-care and to take time away for rest and rejuvenation when necessary.

- **Understand how the needs and motivations of your employees have changed.**
  - Use listening events to interrogate the current priorities and requirements your employees have of their experience and their leaders, as well as new boundaries they may have put in place.
  - Connect employees to growth opportunities that align with their goals, including promotions, new assignments, or cross-training, and be ready to help them grow outside your organization if needed.

- **Craft and communicate a strong Employee Value Proposition (EVP).**
  - Monitor the competitive talent landscape to understand how your pay and rewards compare.
  - Make it a priority to communicate the unique “why” behind your organization, and outline how each employee and job role contributes to that mission.

- **Foster a healthy workplace climate.**
  - To mitigate stress and promote employee well-being, set clear goals for your team aligned to desired business outcomes.
  - Be attentive to your most energized, committed employees. When work can wait, encourage them to unplug and recharge.

- **Put yourself in your team member’s shoes.**
  - Spend time listening and gathering your team’s feedback to understand what changes could be made to improve collaboration, communication, and overall effectiveness.
  - Consistently reflect employee performance back to your team — whether through recognition or constructive feedback on performance or quality of work.

- **Amplify diversity, equity, and inclusion efforts by focusing on "belonging."**
  - Recognize the importance of belonging and its status as a unique concept that deserves to be tracked over time. (Belonging is an outcome affected by both inclusion and equity activities: when you are successful with inclusion and equity, a high sense of belonging will follow.)
  - Work with your provider to design listening events that help you identify the specific practices that will promote belonging.

- **Empower your managers with personalized coaching that drives real behavior change.**
  - Consider a solution like Perceptyx’s Cultivate Intelligent Coaching, which observes your managers’ digital behavior and provides meaningful insights about areas for improvement, such as responsiveness and recognition.