

# TEAM CULTURE HEALTH CHECKLIST

## TEAM ENGAGEMENT & ENERGY LEVELS

- ☐ How engaged does the team feel during the meetings?
- ☐ Are cameras (or faces) still showing up on calls?
- ☐ Who's contributing ideas and who's gone quiet?

## COMMUNICATION & PSYCHOLOGICAL SAFETY

- ☐ Are blockers raised early or are dragged until last-minute?
- ☐ Do people get defensive when they make mistakes?
- ☐ Is there enough peer support when someone struggles?

## COLLABORATION & CROSS-TEAM TRUST

- ☐ How smooth was collaboration across teams?
- ☐ Were conflicts resolved constructively or left to linger?
- ☐ Is information shared openly across departments?

## ALIGNMENT WITH VALUES

- ☐ Do our daily actions reflect company values?
- ☐ Are decisions consistent with our stated principles?
- ☐ Do I redirect the team toward our values when we drift?

## WORKLOAD BALANCE & WELLNESS

- ☐ Are deadlines spilling into weekends?
- ☐ Who looks drained even when they say they're fine?
- ☐ Are we chasing speed over long-term productivity?

## LEADERSHIP REFLECTION

- ☐ Did I stay calm under pressure?  
Did I listen before imposing my opinion?
- ☐ Did I make people feel trusted and supported?

## RECOGNITION & EMOTIONAL FEEDBACK

- ☐ Who did valuable but invisible work?
- ☐ Did we celebrate small wins, not just big milestones?

