






Consider the well-being questions below.

Step 1: First, give yourself a rating from 1 – 5 for the last year.

-  **5 = Look over here!** – I’m setting an example to follow
-  **4 = I’ve got this** – I see this as one of my strengths
-  **3 = Good enough** – No one could say I’m not trying
-  **2 = Nothing to see here** – I don’t address it
-  **1 = Look away...** - I’m setting a bad example

Step 2: Look ahead and decide what rating you would like to see for yourself one year from now.

Step 3: Help yourself get there by answering, “What is one thing I could do to produce this change?”

Areas of Well-Being	My Rating Last Year	Desired Rating Next Year	My Well-Being Action
1. Do I model healthy lifestyle choices?			
2. Do I exhibit balance with my personal and professional priorities?			
3. Am I encouraging my team to engage in well-being opportunities?			
4. Do I share my own well-being activities or goals with members of my team?			
5. Am I able to speak confidently with my team about company benefits?			
6. Do I focus on gratitude and regularly express gratitude with my team?			
7. Do I celebrate individual or team well-being achievements?			
8. Do I regularly ask my team about their personal and professional goals?			
9. Do I seek a variety of perspectives on team issues and hire for diverse experiences?			
10. Do I encourage participation in surveys or gain insights through my own discussions?			
11. Do I stay up to date with company announcements, events and news?			
12. Do I communicate important updates about our business with my team?			
13. Do I share my team’s successes with other leaders in my company?			
14. Do I or my team participate in volunteer or donation opportunities?			
15. Do I use my paid time off and encourage others to do so throughout the year?			
16. Do I show concern for the physical safety of my team?			
17. Do I talk about mental health with my team?			
18. Can I explain how my personal values drive my well-being actions?			
19. How would my family or friends rate my overall well-being?			
20. How would my team rate my support of their wellness journey?			