



Have you had a check-in?

This summer, we're asking all managers to spend 30 minutes checking in with each team member. It's about making time for open and honest conversations to better understand how they're feeling about work and life.

These three simple questions will guide the conversation:

1. How are you?

(Think about health, home life, hobbies, and upcoming plans)

2. How are you finding your job at the moment?

(What are you enjoying? What's challenging?)

3. What could we do differently?

(Look at team working, environment, flexibility, or development)

Make these check-ins count by really listening and showing your team that you care about their experience here.