



The Relational Leadership Reflection Tool

*A simple way to strengthen the relationships that shape how people
feel, grow, and thrive.*

A flourishing leader nurtures relationships with intention, self-awareness, and care.

Quick Start Guide

How to Use the Relational Leadership Reflection Tool

(5 Steps in 15 Minutes)

Supportive relationships help people feel capable, connected, and motivated—and the way leaders show up each day shapes that experience. Yet, with the pace of leadership, it's easy to overlook the small moments that strengthen trust, well-being, and resilience for the people we serve. This tool helps you slow down long enough to notice your relational impact and make one intentional shift that supports someone's growth and thriving.

1. **Pause:** Take a breath. Think of your recent interactions with the people you serve.
2. **Rate Yourself:** Reflect on the 4 dimensions of relational leadership—Capability, Connection, Well-being, and Resilience.
3. **Identify 1 Person:** Choose someone who may benefit from deeper support or care this week.
4. **Choose 1 Action:** Select a small relational practice you'll commit to (an encouraging word, a thoughtful check-in, clarity, or help removing a barrier).
5. **Close with Gratitude:** Note one thing you're grateful for in your relationships this week.

The Relational Leadership Snapshot

Reflect: Rate Yourself from 1 (Rarely) to 5 (Consistently)

Capability

- ☐ I help others feel capable and supported.
- ☐ I offer clarity that builds confidence.
- ☐ I acknowledge strengths and contributions.

Connection

- ☐ I help people feel seen, valued, and understood.
- ☐ I make time for meaningful interaction.
- ☐ I build trust before I influence decisions.

Well-being

- ☐ My presence strengthens emotional safety.
- ☐ I notice and acknowledge signs of stress, fatigue, or overwhelm.
- ☐ I respond with empathy—not urgency or pressure.

Resilience

- ☐ I show up for others reliably during challenging seasons.
- ☐ I help others regain steadiness when things feel heavy or uncertain.
- ☐ I normalize honesty and ask how I can help.

One Person, One Action

Identify: One person who would benefit from support this week in one of the 4 dimensions

	Name	Why Them?	What They Need Most Right Now
CAPABILITY			
CONNECTION			
WELL-BEING			
RESILIENCE			

Act: My Small Action This Week

Choose one (or add your own):

- ☐ Offer meaningful encouragement
- ☐ Check in with care, not a personal agenda
- ☐ Ask a supportive question
- ☐ Clarify expectations or reduce uncertainty
- ☐ Help remove a barrier or lighten a load
- ☐ Share a well-being resource
- ☐ Be fully present for one conversation
- ☐ Other: _____

Close with Gratitude

One relationship I'm grateful for this week: _____

Reflection & Growth

What did I notice about how I showed up for others?

What strengthened trust or connection this week?

What will I lean into next week?

Pro Tip:

Share this tool with your team or peers. Invite them to reflect on the relationships that support their thriving too.

Keep Growing the Conditions for Thriving Relationships

Great work—you just invested in the relationships that shape your leadership.

Relational leadership grows through consistency.

Small actions make a meaningful difference—week after week, season after season.

If this resonated, you'll love **Seasons of Flourishing: Cultivating Wellbeing Through Nature's Wisdom**—a well-being program that helps leaders strengthen energy, clarity, relationships, resilience, and meaning.

Ready to lead with greater clarity and care?

Explore the next step on the following page.



SEASONS OF FLOURISHING

A Well-being Program for Leaders

Like tending a garden, well-being requires intention, care, and rhythm.
These workshops invite you to nourish yourself emotionally, mentally, and physically.



7 90-min. Live Teaching Sessions

Interactive sessions grounded in positive psychology



Private Online Community

A confidential space to connect, share, and be supported throughout the journey



6 1-hr Group Coaching Sessions

A space for integration, insight, and peer reflection



Monthly Office Hours

Drop in for encouragement or deeper conversation



Personalized Wellbeing Blueprint

A guided tool you'll create to map unique rhythms and habits for renewal



1:1 Coaching Session (within 90 days post-program)

A follow-up opportunity to anchor and sustain your growth



Downloadable Workbook + Tools

Reflection prompts, micro-practices, templates, guides



Quarterly Alumni Circles

Live community gatherings to reconnect, reflect, and stay rooted beyond the program



Certificate of Completion

For personal recognition and accomplishment

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