



Moe Carrick

25 Ways to Show Up and Lead Now

1. Schedule time weekly for your team to check-in with each other about how they are doing (personally).
2. Keep to a regular 1:1 check-in with your employees. Stay focused on them during that time. Listen. Look at them. Do not multi-task. Resist the urge to tackle the long list of tasks and instead focus on the human being in front of you. The tasks can be seen and tracked other ways.
3. Call or text people on big days (birthdays, first day of their kid's school, after a big presentation.)
4. Go first. With how you are, with what is hard, with what you are feeling, with what you need.
5. When you make a mistake, own it. Say words like, "This one's on me. I made a mistake."
6. Ask for help. Even small needs of yours help your team to feel your human-ness, which they may sometimes forget. It makes it easier for them to ask for help when they need it.
7. Launch a conversation about 24/7 access, what it means to you, what it means to them. Remember there are not hard and fast rules here. The important thing is to discuss the topic while conveying that you know that people have actual lives that matter.

8. Know people's names and a little about their personal story. Don't pry if people are private, but invite small details: what led them to this career path, what's their favorite Saturday pastime, etc.
9. Notice sameness and difference, including around race, gender, and other dimensions of difference. It helps people feel seen.
10. Send random gifts to their home. A tea set for a connoisseur. A set of pickle balls for an avid player. A new dog collar for a new puppy owner. Send a personal message such as, "Thanks for the extra effort right now," or "I see you doing your best right now. Thank you."
11. Enliven meetings by asking people to bring something (even on video calls) like their favorite morning beverage, a picture of themselves as a child, a beloved book, best Netflix binge-watch, a pet.
12. Share what you do when you are not at work. Believe it or not it makes it easier for them to share. Your beekeeping hobby or CD collection is a nice detail (note: don't talk about it ALL the time, though. Yuck.)
13. Practice how to ask great questions that are ambiguous and personal. Like, "What are you curious about?" "What have you learned this week?" "Who would you tell good news to first?" "What is something you've changed your mind about?" "Why do you work here?"
14. Give feedback. This can be positive, critical or both; it is tremendously valuable to feel seen and noticed. We all crave feedback, even if we brace for it.
15. Ask for feedback. Keep asking. Ask again. Eventually, they will tell you the truth when they believe you really want it.
16. Don't solve the problems you need them to solve.

17. You heard me; don't solve the problems you need them to solve. It is disempowering and more about your needs than theirs.
18. If they are struggling to solve a problem, get curious about what's happening. Be empathetic—you know it sucks when you can't figure it out. Ask what they think they'll do. Applaud them.
19. Walk your talk. This means do what you say you want them to do. Anything else erodes trust. Show up in a way that matches your company and personal values.
20. Communicate what you think *your* job is. Check-in if they agree. You don't have their job. You do not have to know how to do their job.
21. Meditate, do yoga, practice deep breathing. It helps you get grounded in your confidence and makes you a more solid partner, ally, and leader.
22. Sleep, eat, stay hydrated. Make sure your team is doing the same. Seriously, these 3 basics can solve a host of challenges at work. This is a baseline.
23. Put your own oxygen mask on first. When you have air, you can help others, be curious, and even inspire.
24. Let your heart be touched outside of work and remember those emotions at work. Watch tender movies, listen to your favorite music, or read a romance novel, let yourself feel it. Cry, laugh, remember. Feelings matter to your heart's resilience and they show up as emotional intelligence, one of your most powerful sources of data at work and home.
25. Take time to think about how you show up. It matters.