

⚡ EPISODE 3

DON'T JUST LEAD THEM...KNOW THEM

leadfullcircle.net

You can't lead well until you truly know the people you lead. That applies to your team—and your family.

AT WORK

1) Know What They Carry

- Every person on your team walks in with unseen stress, joy, fear, or ambition.
- Leaders miss opportunities to connect not from lack of care — but from lack of intentionality.

AT WORK

Try This:

- Start monthly one-on-one check-ins.
- Use thoughtful questions like:
 - “What’s been heavy lately?”
 - “What’s giving you energy right now?”
- Create a simple “Know Your People” sheet:
 - Birthdays/Key relationships /Goals /What Brings Them Joy/What Barriers are they facing at Work and/or Home

You can't lead well until you truly know the people you lead. That applies to your team- and your family.

At Work

2) Know Where They're Headed

- Invest in your team's future, not just today's performance.

At Work

Ask Questions Like:

- "What's a professional or personal goal you're working toward?"
- "Is there something new you'd love to try this year?"

Action Step:

- Offer a book, training, or role that helps them grow.

You can't lead well until you truly know the people you lead. That applies to your team- and your family.

At Home

1) Know What They Carry

- Kids and spouses carry more than we realize: anxiety, pressure, and unspoken needs.

At Home

Ask:

- “What’s something you wish I’d ask more often?”
- “What’s been on your mind lately?”
- How can I help my spouse around the house this week?

You can't lead well until you truly know the people you lead. That applies to your team- and your family.

At Home

2) Know Where They're Headed

- Knowing their dreams helps you lead your family with purpose and joy.

At Home

Ask:

- "What are you excited about right now?"
- "What do you want to try this season?"
- "What dream are we chasing together as a couple?"

You can't lead well until you truly know the people you lead. That applies to your team- and your family.

Final Thought: “Who do I need to know better this week - and what’s one question I can ask them?”