

Enhancing Help-Seeking Behaviors for Leaders: An Interactive Workbook

by Giota Koulouri,
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Introduction

Leadership is not about having all the answers — it's about having the courage to seek support when needed.

This workbook is designed to help you reflect on your own help-seeking habits and develop strategies for fostering a culture where asking for help is seen as a strength.

How to Use This Workbook

- Use this as a guided journal. Write directly into it or use it as a prompt in your team meetings.
- Be honest, the more authentic your input, the more valuable the insights.
- Each section ends with tangible steps to implement change.

Section 1: Self-Assessment

Exercise 1: Reflect on Past Experiences. List three situations where you needed help but hesitated to ask. What were the outcomes? What held you back?

Section 1: Self-Assessment

Exercise 2: Identify Barriers

What are the top three reasons
you avoid asking for help?
Rank them by impact:

Section 2: Understanding the Benefits

Reflection Time:
Think of a time you did ask for help, and it turned out well. What happened? How did it shift your mindset?

Section 2: Understanding the Benefits

Benefits Brainstorm:
What benefits might help-seeking bring to your current role?
How could these impact your team culture or performance?

Section 3: Developing a Plan

Goal Setting: Set a SMART goal to improve help-seeking behavior this month.

- Specific:
- Measurable:
- Achievable:
- Relevant:
- Time-bound:

Section 3: Developing a Plan

Exercise: Action Steps

What are three steps you will take?

Who will support or hold you accountable?

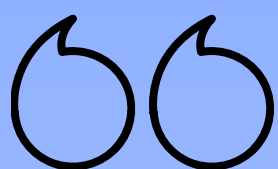
Section 4: Creating a Supportive Environment

Exercise: Team Assessment
Rate your team’s help-seeking culture (1–5):

What’s one change you could make this week?

Section 5: Tracking Progress
Exercise: Progress Journal (e.g. weekly)

- What you asked for help with
- Who you asked
- What was the outcome
- Key takeaways



Final thoughts

Asking for help is a leadership skill. If you're exploring new ways to grow, lead, or just breathe a little easier at the top, let's talk.

You can connect with me directly via LinkedIn:
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Let's explore together what's possible!

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