



Melody Durand
MOTIVE LEADERSHIP & WELLBEING

Free Psychosocial Risk Management Guide for Leaders & Managers

**A Workplace Wellbeing &
Psychological Safety
Checklist for Organisations**

Melody Durand
Motive Leadership & Wellbeing

Where wellbeing, leadership, and culture connect.

Supporting organisations across Melbourne and Victoria to strengthen leadership capability, workplace wellbeing, psychological safety, and organisational culture.

www.melodydurand.com



Leadership Sustainability Checklist

Am I LeadingSustainably — or in Survival Mode?

Use this checklist to reflect honestly on your current leadership patterns.

Tick what applies most often in the past 4–6 weeks.

1. Internal Pressure & Mental Load

- ☐ I feel mentally “on” even outside work hours
- ☐ I struggle to switch off or rest without feeling guilty
- ☐ I replay conversations or decisions long after they happen
- ☐ My mind is constantly scanning for problems
- ☐ I feel responsible for more than what is actually mine to carry

Reflection:

If most are ticked, your nervous system may be operating in chronic activation.

2. Emotional Capacity

- ☐ My patience has reduced
- ☐ I feel emotionally drained by the end of the day
- ☐ I have less empathy than I used to
- ☐ Small issues feel heavier than they should
- ☐ I feel irritable, overwhelmed, or emotionally flat

Reflection:

Emotional depletion often precedes burnout.

3. Reactivity Under Pressure

- ☐ I snap or become short in conversations
- ☐ I overreact to small mistakes
- ☐ I find it hard to tolerate uncertainty
- ☐ I become more controlling when stressed
- ☐ I avoid difficult conversations until they escalate

Reflection:

Reactivity is often a signal of overload, not weakness.

4. Boundary Health

- ☐ I regularly work beyond my capacity
- ☐ I stay available after hours most days
- ☐ I find it hard to say no
- ☐ I struggle to delegate
- ☐ Rest feels uncomfortable or unproductive

Reflection:

Poor boundaries are often linked to deeper identity patterns.

5. Identity & Performance

- ☐ My sense of worth is tied to productivity
- ☐ Slowing down makes me anxious
- ☐ I feel needed when I am carrying a lot
- ☐ Failure feels deeply personal
- ☐ I fear letting others down if I step back

Reflection:

This may point to identity fusion with performance.

6. Team Impact

- ☐ My team seems tense or cautious around me
- ☐ Urgency has become normal in my workplace
- ☐ Communication feels strained
- ☐ Trust feels lower than it used to
- ☐ My team mirrors my stress levels

Reflection:

Leadership stress shapes workplace culture.

Scoring Guide

0–8 ticks

Sustainable Zone

Your leadership appears more regulated and sustainable. Continue protecting your rhythms.

9–16 ticks

Pressure Zone

There are signs of strain. This is the time to reflect, recalibrate, and strengthen boundaries.

17–24 ticks

Survival Zone

You may be functioning in chronic survival mode. Support, reflection, and recovery are important now.

25+ ticks

High-Risk Zone

Your leadership may be carrying significant emotional and psychological cost. It may be time to pause and explore deeper drivers.

Reflection Questions

- What is driving my pace right now?
- What am I carrying that is not mine to carry?
- Where am I over-functioning?
- What am I afraid will happen if I slow down?
- Is my leadership sustainable at this pace?

Remember:

Sustainable leadership is not about carrying more.

It is about knowing what to carry, what to release, and why you carry it in the first place.