Caretaking
How to Help Your Team Do Their Best

There are so many things a leader could do for their teams. What really makes a difference?

In today's complex, variable environments, what people really need from their leaders is caretaking. Caretaking isn't mothering or patronizing. **Caretaking** is making sure that groups are freed from constraints that get in the way of doing work well. Use this quick checklist to help assess how well you serve as a caretaker for your team.

Caretaking Practices

I do this often	I could do this more		
Buffering the Group from Harm			
❑	❑	1.	Protect the team from outside threats or losses
❑	❑	2.	Remove barriers and obstacles that get in the way of the collective goal
❑	❑	3.	Examine how staff departures or reassignments affect the team and fill resulting gaps
❑	❑	4.	Remove or decline distractions that don't add value to the team
❑	❑	5.	Run interference with executives so needs are clarified and projects prioritized before they come to the team
Ensuring People Have What They Need			
❑	❑	1.	Find resources (tools, people, ideas, etc.) to support the network
❑	❑	2.	Ask people periodically: "Do you have what you need to do your job?"
❑	❑	3.	Ask people periodically: "What is getting in the way of you doing your job?"
❑	❑	4.	Look for where there is isolation in the team and help develop strategies to alleviate isolation.
❑	❑	5.	Get training or coaching to help address team blind spots
Helping People Connect in Smart Ways			
❑	❑	1.	Use communication systems to link network members together
❑	❑	2.	Create online environments that encourage person-to-person relationship building across boundaries
❑	❑	3.	Set up training on how to run meetings in which people can share information and ideas effectively
❑	❑	4.	Look for where there is energy in the team and help develop strategies to share energy
❑	❑	5.	Create opportunities for people to share ideas and brainstorm together
❑	❑	6.	Reinforce the importance of reaching out to others for support, expertise, and collaboration