



Fair Play: Start with Check-ins

Where do we begin?

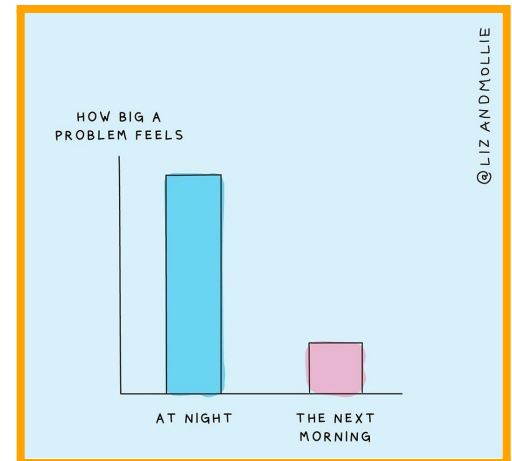
- Lists alone don't work. Systems aren't perfect and people aren't perfect
- Set up a system for routine *trying*
- Expect to stumble
- Get really good at getting back up again
- The first step is regular check-ins
- Call it a touch base, 1:1, huddle...whatever, it's crucial



Reflect: *How often do you check in with your manager(s) at work?*

When emotion is high, cognition is low. Feedback in the moment can be toxic.

- Regularly scheduled **Check-ins help you contain feedback** within those meetings
- Gives a chance to regulate self so feedback is delivered clearly and concisely, received openly
- Eliminates constant stream of never-ending, emotionally charged critiques of each other



Important Elements of the Check-In

- Reliable time - do our best not to schedule over it and always reschedule if can't avoid it
- Free of kids and distractions
- Opening and closing rituals to create connection and remind us of shared values
- Feedback
- Logistical planning
- Something to look forward to

