



REBUILDING TEAM MORALE AFTER A HARD SEASON

REFLECTION & ACTION WORKSHEET

Mission-driven work is meaningful—but it can also be demanding. After prolonged periods of pressure or uncertainty, morale doesn't automatically return to normal. Rebuilding it requires honest leadership, clear priorities, and attention to the well-being of both teams and leaders.

Use this worksheet to reflect on your team's current reality and identify one or two practical actions you can take moving forward.

1. WHAT ARE YOU SEEING ON YOUR TEAM?

Think about the past several months.

What signs of strain or fatigue have you noticed?

- Lower energy or enthusiasm for work
- Reduced collaboration or communication
- Increased frustration or tension among staff
- People hesitating to raise concerns or ideas
- Team members feeling overwhelmed or stretched thin

What other patterns are you noticing?

2. WHAT MIGHT YOUR TEAM NEED MOST RIGHT NOW?

Consider what could help your team regain stability and confidence.

Examples may include:

- Clearer priorities or expectations
- Acknowledgment of the challenges they've faced
- Opportunities for honest conversation
- Recognition of effort and commitment
- Greater clarity around goals or direction

What do you believe your team needs most right now?



3. ONE LEADERSHIP ACTION TO REBUILD MORALE

Morale improves through small, consistent leadership behaviors.

What is one action you could take within the next 30 days?

Examples:

- Hold a team conversation about priorities and workload
- Recognize the effort of team members more intentionally
- Invite feedback about what is helping—or not helping—the team succeed
- Simplify a process or remove unnecessary work

My leadership action:

4. A CONVERSATION THAT MIGHT HELP YOUR TEAM MOVE FORWARD

Strong leadership includes addressing difficult realities honestly.

Is there a conversation that could help create clarity or support?

Examples:

- Acknowledging how demanding the past year has been
- Resetting priorities with the team
- Checking in with someone who may be struggling

What conversation might be helpful?

SUPPORTING YOURSELF AS A LEADER

Leaders often carry the emotional weight of difficult seasons.

Supporting your team also means sustaining yourself.

Consider these practices:

- Set realistic boundaries around your time and availability
- Schedule small breaks to reset during the day
- Connect with peers or trusted colleagues for support
- Recognize your own effort and progress
- Reconnect with the purpose that brought you to this work

What is one way you can support your own well-being?