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Reflections to
Manage
Change
Without Losing
Your Team's

TRUST



Equity Through Action

**Leading through change
isn't just about making big
decisions—it's about
staying accountable to the
people who rely on you.
TRUST is built (or broken)
in the small moments, and
a little reflection can go a
long way.**

*As you wrap up your week,
take a moment to check in
with yourself*



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1

**Did I communicate early and often?
Did I ask the team for feedback?
How can I be more proactive next
week?**



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2

Did I acknowledge how change may be impacting the team? Have I checked in with folks individually? Have I created space for open conversations?



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3

Was I transparent, even when I didn't have all the answers? Did I share what I could, or did I hold back out of uncertainty? How can I lead with more honesty?



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4

Did I involve the team in the most recent process or change? Who had a voice in decision-making? Who didn't have a voice, and how can I bring them in next time?



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5

Did I follow through on my commitments? Where did I show up as a leader, and where is there space for me to grow? What's one thing I can improve next week?



Change is inevitable,
but **TRUST** isn't. Keep
the dialogue open, and
you'll keep building a
team that's ready to
navigate anything—
together.



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