

Summer Engagement Conversation Guide

Summer can disrupt normal work rhythms. Vacations, changing schedules, and divided attention can easily impact momentum and engagement. But healthy leaders don't fight the season; they lead intentionally through it.

This guide is designed to help leaders foster healthy culture through clarity, connection, engagement, accountability, and intentional leadership.

Team Meeting Conversation Starters

- What's been a recent bright spot for our team?
- Where have you seen our culture at its best lately?
- What's one recent win we should celebrate together?
- What's helping you stay energized and engaged this summer?
- What work is creating the greatest impact right now?
- What's one thing we could simplify this summer?
- How can we better support one another during vacations and schedule changes?

Questions for 1:1 Meetings

- How are you doing personally this season?
- What's giving you energy right now?
- Where are you feeling stretched or overwhelmed?
- What's one area you'd like to grow in this summer?
- What support would help you do your best work right now?
- Are you clear on what matters most right now?
- What accomplishment are you most proud of lately?

Leadership Reflection Questions

- Am I only noticing problems, or am I intentionally recognizing what's good?
- Have I created clarity around priorities this summer?
- Am I modeling healthy rhythms and flexibility myself?
- Are our meetings productive and purposeful?
- Have I intentionally created moments of encouragement and connection?
- Do team members know their work matters?
- Am I consistently calling out culture bright spots?

Use this season intentionally to strengthen culture, create flexibility, celebrate bright spots, and reinforce what matters most.