



2025 ASCEND Leadership Monthly Webinar Series

Session Learning Tools & Practice Materials

REM360© Pulse Check

Use this quick check-in to assess how your team is emotionally navigating change. This tool helps you tune into subtle signals, foster connection, and lead with presence.

Section 1: Real-Time Awareness©

What are you noticing right now?

- ☐ Team energy feels low or flat
- ☐ People are quieter than usual in meetings
- ☐ Side conversations are increasing
- ☐ Nonverbal cues (tone, posture, silence) suggest tension
- ☐ Engagement feels transactional, not collaborative
- ☐ I've sensed something is "off," but haven't named it yet
- ☐ Something else _____

Reflection: What's one emotional signal I've noticed but haven't addressed?

Section 2: Emotional Anchoring©

How am I showing up as a leader?

- ☐ I've paused before messaging to consider tone and timing
- ☐ I've acknowledged the emotional context of recent changes
- ☐ My communication reflects empathy and shared values
- ☐ I've asked, "How is this landing for you?" or "What's not being said?"
- ☐ I've modeled emotional steadiness, even under pressure
- ☐ Something else _____

Reflection: Where could I bring more empathy or clarity into my next message or meeting?

Section 3: Mindful Recovery©

What needs repair or reset?

- ☐ We've debriefed emotionally after a high-stakes moment
- ☐ I've checked in with individuals who seemed withdrawn
- ☐ We've acknowledged the effort and emotional toll of recent work
- ☐ We've built in space to regroup before moving forward
- ☐ I've asked, "What are we still carrying from that experience?"
- ☐ Something else _____

Reflection: What recovery moment have we overlooked that needs attention now?

Quick Summary

? Emotional signals I'm noticing:

📌 One action I'll take this week to lead with presence:
