

# Manager 3-2-1 Engagement Check

## Ask 3 Pulse Questions

**Energy:** "How are you feeling this week?"

**Clarity:** "Do you know what to prioritize?"

**Support:** "Is there anything you need?"



## Collect 2 Signals



### Participation

Are they quieter than usual?



### Follow-through

Have commitments been slipping?



### Time-off

Increased sick time can signal burnout.

## Take 1 Action

→ Clarify the top 3 priorities

→ Remove a blocker

→ Recognize a specific behavior/result

→ Adjust workload/  
renegotiate a deadline

→ Schedule a growth conversation

Track this weekly for 4 weeks and watch the trend.

**Remember:** don't ask for pulse feedback unless you're willing to take action. That's what builds trust and respect in your teams.

