

# Fulfilling the Needs of Those Around You

Gallup found that the four primary needs people have in relation to their leaders are: **trust, compassion, stability, hope**. Regardless of your role or title, we can all lead those around us by fulfilling these needs of people. Work through the questions below, then lean into your strengths, fulfill the needs of those around you, and strengthen your own leadership within your team.

## Trust

**What are you doing to trust others and what more can you do?**

\*Once a week, go and build more trust with a teammate by asking them what they are proud of achieving recently or what they love doing best.

## Compassion

**How do you truly care about the successes and failures of your teammates?**

\*In your next team meeting, recognise one of your colleagues for good work, or offer support to someone who is having a tough time.

## Stability

**How can you put change into perspective, for yourself and those around you?**

\*Go ask one of your colleagues what they've liked about the recent change or what the upsides are of the coming changes.

## Hope

**Think about your vision for yourself ...how does it give you ideas and energy and empower you to make the most of your potential?**

\* Go and talk with a colleague about each other's visions, empowering each other for a better future



*"The more you do what you do best, the more hopeful you are."*  
- Don Clifton