



A BUSINESS AND LEADERSHIP RESOURCE

The Brave Practice Check-In

A practical reflection guide for practice owners and care-centered leaders who want a healthier business, a stronger culture, and more room to lead.

You do not have to hold the whole practice to lead it well.

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The Brave Centre | thebravecentre.com

A brave practice starts with an honest look.

You can love the work and still admit that parts of the business feel too heavy. You can care about your people and still need clearer expectations, stronger systems, and room to think beyond the next urgent thing.

This check-in is not a test. It is a chance to slow down, notice what is working, and name what needs your attention before exhaustion becomes the way you lead.

What feels heavier than it should in my practice right now?

What is going well that I want to protect?

If the next 90 days felt healthier, what would be different?

Your capacity is business information.

The goal is not to prove how much you can carry. The goal is to lead with enough clarity and steadiness to make good decisions.

- ☐ I have protected time to think, plan, and make decisions.
- ☐ I can step away without the practice immediately falling apart.
- ☐ My calendar reflects my actual priorities.
- ☐ I know which responsibilities truly require me.
- ☐ I am making decisions from clarity more often than urgency.
- ☐ I have support for the parts of leadership that feel isolating.

Where am I overfunctioning?

What would create more room for me to lead well?

Culture is what people experience every day.

Belonging is more than being invited into the room. People need to know what is expected, feel safe enough to speak honestly, and see that stated values match everyday behavior.

- ☐ People understand what success looks like in their role.
- ☐ Feedback can move in more than one direction.
- ☐ Concerns are addressed before they become resentment.
- ☐ Different perspectives are welcomed and taken seriously.
- ☐ Accountability is consistent, respectful, and clear.
- ☐ Our daily choices reflect the values we say matter.

What do people experience here that I may not see?

One culture conversation I need to begin is:

A system should make the right thing easier.

If everything depends on you remembering, reminding, checking, and rescuing, the practice does not need more effort from you. It needs clearer ownership and a repeatable way of working.

I still own this	This needs a system	This can be delegated

The bottleneck that costs us the most time or energy is:

The first process I will document or simplify is:

Clear can still be warm.

Clear communication is not cold. It helps people understand what matters, what is theirs to own, and what happens next. Avoiding a needed conversation may keep the moment comfortable, but it rarely creates a healthy culture.

- ☐ Expectations are named before performance becomes a problem.
- ☐ I address concerns directly instead of hoping they improve on their own.
- ☐ Meetings end with clear owners and next steps.
- ☐ People know how decisions are made.
- ☐ I can hold a boundary without overexplaining it.

A conversation I have been postponing is:

The clearest, warmest way I can begin is:

Choose movement you can actually sustain.

You do not need ten new goals. Choose what will create the most clarity, strengthen the way people work together, or give you room to lead beyond the daily urgency.

Stop	Start	Strengthen
What no longer deserves time or energy?	What needs a clear first step?	What is already working and needs support?

My top three priorities for the next 90 days:

The first brave action I will take this week:

The support or accountability I need:

YOUR NEXT STEP

You do not have to figure out the whole practice alone.

If this check-in helped you see where leadership, culture, systems, or boundaries need attention, business and leadership coaching gives us space to work through it together.

We can slow the noise down, name the real issue, and build a practical next step that fits the kind of leader and organization you want to become.

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