



# Your Total Wellness Toolkit

---

Culture By Design - Results on Purpose

A decorative graphic element in the bottom right corner of the page, consisting of a thick, curved line that transitions from a light green to a dark teal color.

---

# Check out these Resources

## BOOKS & READING



[The Coherence Compass](#) - Steven Langer



[The Comfort Crisis](#) - Michael Easter



[Stolen Focus](#) - Johann Hari



[Atomic Habits](#) - James Clear



[Into Thin Air](#) - Jon Krakauer



[The Authentic Leader](#) - David Irvine & Jim Reger



[Radical Candor](#) - Kim Scott



[Bear, Lion, or Wolf](#) - Olivia Arezzolo

## PODCASTS



[Empowered Principal](#)



[Gemba Academy](#)



[Becoming Radical](#)



[Be the Anchor](#)



[Business Spotlight](#)



[Paper Napkin Wisdom](#)



[Real Wellness](#)



[Win Make Give](#)

## VIDEOS



[Steven Langer's Speaker Reel](#)



[Steven Langer's TED Talk](#)

---

# Healthy Leaders, Healthy Teams

**Name it:** What is the biggest hurdle we face right now?

**Find it:** Where is the work slowing itself down or bottlenecking?

**Shift it:** What shift can we make to release the pressure?

**Align it:** How can we bring the load, structure, and people into alignment?

# The Capacity Audit

## Section 1: The Pressure Test

**01 List your non-negotiable Deliverables for the next 90 days:**

Deliverable	Accountable	Consequence if missed

Which of these would we remove if we lost 30% capacity?

**02 Score each 1–3 (3 = high, 1 = low):**

- We could lose a key leader tomorrow and still execute
- Decisions are made within 48 hours consistently
- Every priority has a clear person responsible and accountable
- No team is carrying more than 110% of realistic load
- Our systems reduce effort instead of adding steps

Score: \_\_\_ / 15 → Under 11 = fragile structure that may fail under pressure

**03 When pressure increases, what breaks first? Rank 1–5 (1 = first to fail):**

- Decision speed
- Communication clarity
- Role accountability
- Quality of execution
- Team trust

**Why does this break first?**

**04 You are not allowed to "try harder." You must change ONE of these:**

- Remove work
- Redesign accountability structure
- Change decision autonomy

05

**You cannot maximize everything. What are we willing to trade off? Rank in order 1–3 (with 1 being most important):**

- Speed
- Quality
- Sustainability

**What is being sacrificed because of that choice?**

---

06

**6-Month Consequence – If nothing changes:**

Our performance will: \_\_\_\_\_

Our people will: \_\_\_\_\_

Our culture will: \_\_\_\_\_

## Section 2: Leadership Mapping

---

07

**Hidden Load Audit – Check what leaders are silently carrying:**

- Decisions without full information
- Strategic ambiguity
- Long-term consequences with short-term timelines
- Responsibility without authority
- Emotional labour (people, morale, conflict)

**Which one is most dangerous right now?**

---

08

**Isolation Risk Index – Score each 1–3:**

- I have a space to process hard decisions before making them
- My leadership team challenges my thinking
- I am not the single point of failure for key decisions

**Total:** \_\_\_ / 9 → Under 6 = you are leading alone, whether you admit it or not

**09 Culture Stress Signals – Check what is happening (evidence only):**

- Same issue discussed repeatedly
- Leaders interpreting strategy differently
- Trust is conditional, not assumed
- Increased rework
- Conflict avoided or escalated

**Most visible signal:**

**10 Right Person Right Seat – Pick 3 key roles and answer for each:**

Role	Would you hire them again?	Are they operating in their strength zone?	Are they creating clarity or complexity?

*If any answer is "no" → how long will you continue to work out of alignment?*

**11 Cultural Integrity Test – Answer honestly:**

- Do we reward speed over alignment?
- Do we tolerate high performers who damage culture?
- Do leaders model what we claim to value?

**Decision Commitment**

What one decision could you make today that would have the greatest impact on your company and its people?

---



---

---

# 10 Questions at the heart of Company Wellness

01. What does pressure look like when it starts to show up here?
02. Where is pressure currently outpacing capacity in our organization?
03. Where are priorities competing instead of aligning?
04. In what areas is what we say is important different from what we are rewarding?
05. Where do we say we want clarity, but tolerate ambiguity?
06. Where are our strongest people doing work that does not match their strengths?
07. What conversations are we avoiding that are quietly costing us results?
08. What is one intentional shift we can make in the next 30 days that would noticeably improve how we work together?
09. What is one recurring point of friction in our work, and what specific change would remove or reduce it within 30 days?
10. Where are we adding complexity that is not necessary?

---

# Company Reflections

When you think about the company's plans for the next year, what is one area where your leadership could help create momentum or remove barriers?

What is one potential blind spot in the company's current strategy, and how can you use your leadership to address or mitigate it?

How do you ensure you are informed of and included in important decisions without feeling like you need to be everywhere at once?

If you could influence one company-wide initiative or cultural shift this year, what would it be, and how would you engage others to make it happen?

What does a successful leadership journey look like for you? What shifts do you need to make to live this out?

How can you create the conditions for a healthy workplace culture in your team?

How can you set boundaries to protect your time and energy?



---

# Daily Dose of **Wellness**



## **Little makes big**

98% of business is mundane and often not seen. Yet it's the 2% that people talk about and often focus on. It's not the size of the event, it's what you take away from it to help you grow.

## **We are limited by our own capacity to understand**

Sometimes what didn't work out for you REALLY worked out for you.



## **Failure is the good "F" word**

As long as we get up when we fall, we continue to move forward.

## **If everyday was great, we wouldn't recognize it for what it is**

The challenging days and situations truly allow us to enjoy the best moments in life with gratitude.



## **Your suitcase can always carry more luggage**

We can choose to grow and learn through new experiences to add to our suitcase. If you do not have the skills, you can always add them to your suitcase moving forward.

# The Nature Pyramid



## Daily Nature Exposure - Bottom of the Pyramid

Spending at least 20 min outdoors can significantly reduce stress and improve mood. Benefits include:

- Lower cortisol (stress hormone) levels
- Increased vitamin D absorption
- Better sleep quality due to natural light regulating circadian rhythms
- Improve heart rate variability (a marker of stress resilience)

*Examples: Walking in a park, sitting under a tree, gardening, or even looking at nature from a window.*

## Monthly Deep Nature Immersion

A multi-hour outdoor experience provides:

- Greater cognitive restoration
- Enhanced mental clarity and creativity
- Reduced anxiety and depression symptoms
- Reduced blood pressure

*Examples: A nature hike, camping, gardening, paddleboarding, or cycling on trails.*

## Annual Extended Wilderness Experience – Top of the Pyramid

Spending several days immersed in nature resets the body and mind, leading to:

- 50% improvement in creativity and problem-solving skills
- Significant reductions in negative thought patterns
- Strengthened resilience and mental toughness

*Examples: A nature hike, camping, gardening, paddleboarding, or cycling on trails.*



*"Sailing is one of my favourite pastimes. I love the freedom on the water, being led by the wind, disconnected from tech and engaged in my surroundings."*

*There is nothing better than the smell of the ocean, the sun beating down on you as you glide through the water."*

# The Nature Pyramid – 20-5-3 Rule

The 20-5-3 Rule is a guideline for spending time in nature to enhance health and wellbeing:



Add your own examples of how you could follow the 20-5-3 rule:

## Daily Nature Exposure (20 minutes a day)

*Examples: Walking in a park, sitting under a tree, gardening, or even looking at nature from a window.*

---

---

---

## Monthly Deep Nature Immersion (5 hours a month)

*Examples: A nature hike, camping, gardening, paddleboarding, or cycling on trails.*

---

---

---

## Annual Extended Wilderness Experience (3 days a year)

*Examples: A nature hike, camping, gardening, paddleboarding, or cycling on trails.*


---

---


---

---

# Get In Touch

 [steven@wellbydesign.ca](mailto:steven@wellbydesign.ca)

 [www.wellbydesign.ca](http://www.wellbydesign.ca)

 780-940-3131



---

## Invite me to speak

I'm available for speaking engagements, workshops, leadership development, and more. Book a chat with me below and let's discuss your ideas!



**Book your Call  
with me**



**Connect with me  
on LinkedIn**