



# Leadership Checklist: Preventing Silent Sacking

If you're committed to building a high-trust, high-performance culture—this one's for you.

Use this checklist to assess your leadership behavior and protect your team from the toxic trap of silent sacking.

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## SELF-AWARENESS CHECK

- ✓ Have I clearly communicated each team member's current role and responsibilities?
  - ✓ Do I regularly check in about workload, goals, and growth?
  - ✓ Have I recently avoided a hard conversation with an underperforming or disengaged employee?
  - ✓ Am I making assumptions instead of asking questions?
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## ENGAGEMENT CHECK

- ✓ Am I giving real-time, constructive feedback—not just during performance reviews?
- ✓ Is every team member invited to relevant meetings and decisions?

- ✓ Have I celebrated small wins and acknowledged contributions lately?
  - ✓ Do my people feel seen and heard?
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## GROWTH & DEVELOPMENT CHECK

- ✓ Have I discussed career paths or opportunities with each direct report in the last 90 days?
  - ✓ Are there clear metrics tied to performance and promotion?
  - ✓ Do I offer learning and development support equally?
  - ✓ Am I hoarding leadership opportunities instead of distributing them?
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## COMMUNICATION & CULTURE CHECK

- ✓ Do I encourage transparency and psychological safety on my team?
  - ✓ Are decisions explained, not just announced?
  - ✓ Do I ask for honest feedback—and act on it?
  - ✓ Have I trained my managers to lead with empathy and accountability?
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## PREVENTION STRATEGY

- ✓ I know how to offboard with dignity, not distance.
  - ✓ I recognize when disengagement is a cry for leadership, not an excuse to ignore.
  - ✓ I have a system for identifying and addressing morale dips early.
  - ✓ I lead from the front—not from fear.
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### Final Note to Leaders:

Silent sacking is not a systems failure—it's a leadership failure.

This checklist isn't just about protecting your people—it's about protecting your reputation, your team's performance, and your leadership legacy.

***Ready to lead a culture where no one gets ghosted?*** Let's talk. Visit [AntonGunn.com](https://AntonGunn.com) to book a strategy session or bring this message to your next executive retreat.