



Leadership: The Trust-and-Teamwork Starter

A practical first step toward leading people with clarity, care, and confidence

Build the everyday habits that help people do their best work.

SHAD EDDIE MONGRUE

Free preview edition · pages 1–2
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01

Leadership Starts Every Day

Leadership is more than a title. It is the daily work of helping people understand what matters, trust one another, and move forward together.

- ◆ Global manager engagement fell from 27% in 2024 to 22% in 2025¹.
- ◆ A manager who champions AI is the strongest predictor of employee AI use, aside from technical integration².
- ◆ Some organizations engage their managers at four times the global average².
- ◆ In best-practice organizations, 79% of managers were engaged at work in 2025¹.

The challenge is real, but so is the opportunity. Managers shape the conditions in which teams work, and their choices affect how people respond to change. Yet some workplaces engage managers far more successfully than others. That gap points to a hopeful idea: leadership is not just a personality trait. You can build it through attention, practice, and support. Next, you'll try a short check-in you can use today.

INSIDE THIS BOOK

You'll try a useful conversation, explore core leadership habits, and follow a weeklong starter plan. You'll also see how these skills can support your work and what future books will cover.

02

Start With One Check-In

Try a short listening check-in today. It is a practical way to show that you care about the work and the person doing it.

- ◆ Choose one person you work with and ask for a brief conversation.
- ◆ Ask, “What is helping you do good work right now?”
- ◆ Then ask, “What is getting in your way, or what support would help?”
- ◆ Listen without interrupting, reflect back what you heard, and agree on a next step.

Keep the conversation focused and calm. You do not need to solve every concern on the spot. Thank the person for speaking openly, say what you can act on, and be clear about what you cannot change. If you promise to follow up, write it down and do it. Small actions show that you mean what you say. Next, you’ll connect listening with the core habits of leadership.

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You've read the free pages. Here's what the rest of this book covers:

- 3 Four Habits That Build Trust
- 4 A Week of Leadership Practice
- 5 Learn Skills That Travel
- 6 Your Next Leadership Chapter

BY THE END OF THIS SHELF, YOU WILL

- ◆ A practical way to start a useful work conversation
- ◆ A clearer picture of how managers shape team experience
- ◆ Simple habits for listening, feedback, and follow-through
- ◆ A weeklong plan for practicing leadership in daily work
- ◆ A grounded way to describe your developing leadership skills

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Sources for the free pages

Every statistic in this book is numbered and links to the page it came from. Each one was checked word for word against its source in October 2026. Figures can change as sources update. This book is for education and is not personal financial, legal, medical or professional advice.

- 1 **Gallup**, State of the Global Workplace: 2026 Report (2024–2025). <https://www.gallup.com/workplace/349484/state-of-the-global-workplace.aspx>
- 2 **Gallup**, Global Employee Engagement Continues Decline (April 7, 2026). <https://www.gallup.com/workplace/708071/global-employee-engagement-continues-decline.aspx>