



Mid-Year

CALIFORNIA EMPLOYER CHECK-IN

WHAT LEADERS SHOULD BE FOCUSED ON NOW

Mid-year is your opportunity to pause, realign, and lead with intention. Use this checklist to strengthen your people, your performance, and your organization for the second half of the year.



LEADERSHIP ALIGNMENT

- Are leaders aligned on priorities?
- Are expectations clear across teams?
- Are difficult conversations happening?
- Are leaders modeling accountability and your culture?



EMPLOYEE ENGAGEMENT

- Are employees feeling recognized and supported?
- Are signs of burnout increasing?
- Do employees feel heard and valued?
- Are high performers staying engaged?



PERFORMANCE CHECK-IN

- Have goals been reviewed mid-year?
- Are managers having regular check-ins?
- Are performance expectations clear and documented?
- Are feedback conversations happening consistently?



COMPLIANCE & RISK

- Have policies been reviewed and updated?
- Are California labor law requirements being met?
- Are managers trained on compliance and best practices?
- Is documentation current and accurate?



CULTURE & RETENTION

- Is workplace culture supporting your business goals?
- Are employees connected to your mission and values?
- Are retention risks identified early?
- Do people see a future here?



MID-YEAR PERFORMANCE CHECK-IN CONVERSATIONS

- What progress have we made toward our goals?
- What challenges are getting in our way?
- What do we need to stop, start, or continue?
- What support or resources do we need?
- How can we work better together in the second half of the year?



TIME TO REVISIT GOALS & Set Expectations

- Reconfirm priorities and business goals.
- Adjust expectations based on what you've learned.
- Align individual goals with organizational needs.
- Communicate clear expectations moving forward.
- Create accountability and follow-up plans.



Lead Forward.

Strong teams don't happen by chance. They're built through clarity, communication, and consistent leadership.



NEED SUPPORT?

Let's strengthen your leadership, your culture, and your results.

Book your complimentary consultation today.

Marlene Solis
FOUNDER & HR STRATEGIST

909-660-2372
marlene@hrsolis.com
_1solis_consulting

PEOPLE FOCUSED.
RESULTS DRIVEN.

