

Employee Assistance Program (EAP) Newsletter Article

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Personal growth: The starting point of great leadership

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To lead others, we must first lead ourselves.

One of the most fundamental lessons I have learned about leadership is that it starts with personal growth and development. There is a direct correlation between the quality of leadership and the quality of one's personal growth.

The most effective and strongest leaders are often the most curious.

They intentionally take time to reflect, ask questions, look inward, and lead with intention. They take time to ask themselves questions such as: How am I showing up? What impact am I having? Where do I still need to grow?

In the professional environment, great leadership is crucial for cultivating a positive workplace culture. Leaders set the tone! When leaders are grounded, thoughtful, and growth-oriented, they encourage others to show up the same way.

Leadership is an ongoing practice, not a destination.

It is a practice that requires reflection, adaptability, and a willingness to keep learning. When leaders commit to their own development, the impact extends far beyond their own personal growth. The effect trickles down to their entire team and those around them. In my experience, that elevation of the culture around them is where the real impact happens.

Check out the following article for tips on how to strengthen your leadership skills.

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Being a Strong Leader

Adapted from Delvina Miremadi, Life Advantages

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As a leader, you wear many hats. In addition to overseeing others, you are also likely to be in charge of making important decisions, coaching employees through situations, and communicating with team members about important matters. Use the guidelines below to help further develop effective leadership skills.

When making decisions:

- Think things through. Don't decide too hastily, and consider alternatives.
- Employees can be a resource. Ask them for input when appropriate.
- Take risks and know the consequences before you jump.
- Admit when you make a mistake, and use it as a learning tool.
- Share with others the lessons that you have been taught.

When guiding employees:

- Envision the goals that you and your team can accomplish.
- Seek and share the goals with your team, motivating them to get there.
- Show each member of the team that you are interested in their success.
- Notice unique skills and talents, and work with each member to develop them.
- Resolve differences between employees. Be fair and supportive to each person.
- Be enthusiastic and honest to each employee. Others will follow your example.

When communicating:

- Give the employee your full attention when they speak.
- Don't be quick to criticize or judge, hear the person out.
- Check if employees understand goals and provide feedback.
- Present constructive criticism in an encouraging, supportive way: Use "I" statements and be specific when an employee needs to make a change.
- Be the voice of reason when things are tough and calm in stressful situations.

Call us at 800-777-4114.

Your clinical account executive is your front-line support when dealing with tough HR situations. Consult with us about referring employees to the EAP. When in doubt, encourage employees to call the EAP directly. Our team can discuss their needs and review the EAP services available to them.

If you or someone you know needs the Suicide and Crisis Lifeline, call or text 988 or use the chat function online at 988lifeline.org.