

Four Simple Questions Nonprofit Leaders Should Be Asking

These questions, based on the three conversations we had during the Learning Lab in October, connect team wellness and technology adoption. They will help you start meaningful conversations, build psychological safety, and create momentum to embrace new technology.

Culture Building Themes

Q1. How are we building a culture that embraces mental health and team resilience?

Key Insight: Culture is built through psychological safety, role modelling, and aligned policies. Wellness is not a perk, it is *the* foundation for everything else.

Leadership Reflection: Model the behaviour you want to see. Take a walk during the workday. Fill your water bottle. Chat at the water cooler about your evening. When your team sees you doing these things, you give them permission to do the same.



Mattering Mindset Tip: Start team meetings with a wellness check-in. Ask "How are you arriving today?" and create space for honest answers. No problem-solving required, just listening. Give this time, and people will come ready to share wins and losses.

Q2. How is our leadership team modelling behaviour we want to see?

Key Insight: Teams watch what leaders do far more than they listen to what leaders say. Your behaviour becomes the culture.

Leadership Reflection: Share your own wellness practices. Tell your team what you do to stay well. It does not need to be fancy: morning tea, a walk, calling a friend. Make it normal to talk about how we take care of ourselves.



Mattering Mindset Tip: Ask the quietest person first. In your next meeting, invite the person who talks least to share their perspective before jumping to solutions. Create space for voices you don't usually hear. Ask your direct reports to do the same in their sessions.

Embracing AI Themes

Q3. How do we build a culture where people feel safe experimenting with AI?

Key Insight: AI adoption fails when it feels threatening. It succeeds when teams see AI as a thinking partner, not a replacement.

Leadership Reflection: Share an AI experiment you tried and what you learned. Frame it as exploration: "I'm trying to figure this out too." Vulnerability creates safety.



+ai Mindset Tip: Instead of banning shadow AI, redirect it. Create a shared document where anyone can post "I tried [tool] for [task] and here's what happened." No approval needed, just transparency. You'll quickly see what's working and what needs guardrails.

Q4. How could I stretch myself this month by using AI as a strategic resource and a tactical tool?

Key Insight: Co-creation happens through jam sessions. You riff, revise, and respond until you get what you need. AI becomes powerful when you treat it like collaboration, not automation.

Leadership Reflection: Pick one strategic question you're wrestling with as a leader. Use AI to explore it: "I'm trying to decide X. What are three perspectives I might be missing?" See what patterns emerge.



+ai Mindset Tip: Experiment with ChatGPT Projects. Set up one project for something you are working on long-term. Upload relevant files, add custom instructions about your goals and tone, and use it as your thinking partner for a month.

[Click here to see the full summary of the Oak Tree Learning Lab](#)

Let's Keep Learning Together

These questions are starting points. The real work happens in the conversations they create. Ready to explore more? Connect with Curt Hammond at 519.580.9725 or curt@foursimplewords.ca | Learn more at FourSimpleWords.ca