

The Wellbeing Basecamp Check-In

A structured pause to understand, support, and strengthen team wellbeing

Overview

In any expedition, success is not determined solely by reaching the summit, it is shaped by how well the team adapts to the conditions along the way. Experienced expedition leaders do not wait for exhaustion, poor weather, or misalignment to derail progress. They pause regularly, check the conditions, assess energy levels and ensure every member of the team is equipped and supported for the next stage of the journey.

The same is true in organisations, teams operate in changing environments, often under sustained pressure; therefore, without regular check-ins, early signs of strain can go unnoticed.

The **Wellbeing Basecamp Check-In** provides a structured opportunity to pause, take stock and ensure your team is in the best possible position to move forward with clarity, resilience and shared understanding.

How to Use This Tool

- Create a safe and open environment
- Use the prompts below to guide discussion or reflection
- Listen actively and without judgement
- Identify patterns, not just individual comments
- Agree clear, practical actions

This is not a performance conversation, it is a wellbeing conversation.

The Wellbeing Basecamp Framework

At Basecamp, expedition teams pause to assess their position before continuing the climb. This check-in mirrors that moment, exploring four critical areas:

1. Conditions (External Environment)

What is happening around the team?

- What pressures are you currently experiencing in your role?
 - How manageable does your workload feel right now?
 - Are there any external factors impacting your focus or energy?
 - Where are you feeling stretched or constrained?
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2. Energy (Individual Capacity)

How are people feeling and functioning?

- How is your energy level at the moment?
 - What is helping you stay motivated?
 - What is draining your energy?
 - Are you able to switch off and recover outside of work?
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3. Connection (Team Dynamics)

How well is the team working together?

- How supported do you feel by the team?
 - Are there any barriers to collaboration?
 - Do you feel comfortable speaking up?
 - Where could we strengthen how we work together?
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4. Support (Leadership & Resources)

What support is available and what is missing?

- What support do you need more of right now?
 - What is currently working well from a leadership perspective?
 - Are there any blockers we can remove?
 - What one change would make the biggest difference for you?
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Team Reflection (For Leaders)

After completing the check-in, take time to reflect:

- What themes are emerging across the team?
 - Where are the pressure points?
 - What can be addressed quickly?
 - What requires longer-term attention?
 - What conversations need to continue?
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Turning Insight into Action

A Basecamp pause only adds value if it informs the next stage of the journey.

Consider:

- Small, immediate adjustments to workload or priorities
- Clarifying expectations and reducing ambiguity
- Increasing visibility of available support
- Creating regular, structured check-ins
- Addressing systemic challenges where possible

Key Principle

Wellbeing is not a one-off conversation. It is an ongoing leadership responsibility.

Regular Basecamp check-ins build trust, strengthen engagement and support sustainable performance over the long term.

Want to Explore This More Deeply?

If you are looking to embed wellbeing into your leadership approach or develop a more structured and supportive team culture, we can support you through:

- Leadership coaching
- Team development sessions
- Wellbeing-focused facilitation
- Practical tools tailored to your organisation

Get in touch at **enquiries@aspirationexperts.com** to explore how we can support you and your team.

Get in touch: www.aspirationexperts.com.