

Global Edition

Is Your Office Silently Failing?

A Self-Diagnostic Workbook for
Leaders Who Want to Listen,
Lead, and Grow



• Kiran Deep Sandhu •

PREFACE

When I first started coaching leaders across Asia, I noticed something curious. Meetings ran smoothly. Teams seemed polite. Everyone nodded in agreement.

But beneath that calm surface, something was often missing — truth.

Team members avoided tough conversations. Managers stayed busy fixing issues instead of asking the right questions. Silence filled rooms where innovation should have lived.

I wrote this workbook because silence is deceiving. It can look like peace, but often it's quiet resignation. Whether you're leading a start-up team in Bangalore, a corporate division in Kuala Lumpur, or a regional office in Singapore, the patterns are the same.

This is not a leadership manual. It's a mirror. It will help you pause, notice, and ask: Is my team really fine, or just afraid to speak?

Use this workbook as a self-check: an honest, human reflection on how your leadership and communication style shape the culture around you. My hope is that by the end, you'll see that real leadership doesn't come from control or charisma. It comes from the courage to listen.

Let's Begin!

- Kiran Deep Sandhu

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INTRODUCTION

Why This Workbook?

Across Asia's workplaces today, from bustling co-working hubs to quiet boardrooms, teams are often busy but not truly connected. Silence doesn't always mean harmony. Sometimes, it means exhaustion, fear, or quiet disengagement. And as a leader, "no complaints" isn't always good news. It might be the first red flag.

This workbook helps you:

- Detect hidden signs of disengagement and burnout
- Recognize how your communication or leadership style may block openness
- Build a culture of safety, curiosity, and honest dialogue
- Make small but powerful changes that rebuild trust

You don't need to be a CEO or HR Director to use this. If you lead any group of people, a department, a team, or even a project, this is your space for reflection.

Take a pen, take a breath, and take an honest look.

Kiran Deep Sandhu

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SECTION ONE

10 Signs Your Office Might Be Silently Failing

Tick the ones that apply to your workplace. Be honest.

1. Team members don't ask questions in meetings, they just nod. ☐
2. You often hear "no problem," but things go wrong later. ☐
3. It's been months since anyone disagreed with you openly. ☐
4. Only a few people talk in meetings; others stay quiet or camera-off. ☐
5. Feedback forms are filled quickly, with no real comments. ☐
6. New ideas are rare. Team members wait for you to decide. ☐
7. Team members hesitate to report mistakes or challenges. ☐
8. Energy feels low. They just gets the work done, but without spark. ☐
9. You've lost good people suddenly, and didn't see it coming. ☐
10. You feel more like a task manager than a team leader. ☐

 If you checked 3 or more, your team might be silently struggling.

SECTION TWO

WHAT YOUR TEAM MIGHT NOT BE SAYING

These are real stories inspired by teams I've coached across South and Southeast Asia. The words differ, but the message is the same – Silence can cost more than conflict.

“Our boss says she’s approachable, but the only time she calls me is when something’s wrong.”

— Team Member, Tech Company, Malaysia

“We lost one of our best performers. When I asked her why she left, she said:

‘No one ever asked how I was doing’

— HR Officer, Banking Sector, Kathmandu

“If you question a decision, you’re seen as negative. So people just go along.”

— Finance Executive, Banking Sector, Indonesia

“We have a feedback session every quarter, but the truth is, people only say what’s safe.”

— Manager, FMCG Firm, India

“In our company, meetings are quiet. Everyone nods, then messages each other later with what they really think.”

— Director, Regional NGO, Philippines

We had a team member quit, and none of us saw it coming. Later, we found out she had been silently disengaged for months.”

— Manager, Tech Company, Lalitpur

These stories echo across cultures. Whether it's Kathmandu or Kuala Lumpur, fear and disengagement often hide behind professionalism. The real challenge for leaders today isn't managing performance, it's creating psychological safety where people can speak up without fear.

SECTION THREE

Reflect: Is This Your Leadership Style?

Answer the following questions privately. There are no right or wrong answers, just honest ones.

1. When someone disagrees with you, do you feel threatened or curious?


2. Are your meetings safe spaces or spaces for status updates?

3. Do your team members speak up or play safe?

4. Do you reward honesty or comfort?

5. How do you react when someone makes a mistake?

6. Do people feel energized after meeting you or drained?

 *Take 10 minutes to jot down your thoughts. This reflection alone can open doors.*

SECTION FOUR

Your Leadership Mirror

Use this table as a mirror, not a judgment. Your role is not to be perfect, but to grow with awareness and intention. Write a Key Growth Area for yourself.

Your Reflective Style	Typical Behaviour	Current Impact at Work	Ideal Leadership Style for You	Key Growth Area
The Fixer	You rush to solve problems without understanding root causes.	Quick decisions, but recurring issues and disengaged team.	The Systems Leader – looks at structure and culture, not just symptoms.	
The Deflector	You blame others and avoid accountability.	Teams lack trust; culture of fear or gossip.	The Mirror Leader – seeks feedback and models self-responsibility.	
The Overthinker	Embrace honest feedback and own your part in challenges.	Missed opportunities; teams feel stuck or confused.	The Decisive Reflector – balances reflection with clarity and action.	
The Avoider	You delay addressing issues until they explode.	Burnout, resentment, or silent disengagement.	The Courageous Leader – leans into discomfort and initiates change.	
The Aware Leader	You reflect, respond, and align values with action.	High trust, healthy culture, and stable performance.	The Conscious Architect – shapes systems that grow others.	

SECTION FIVE

5 Changes You Can Make Right Now

These aren't big reforms. They're small leadership habits that create big trust.



1. ASK BETTER QUESTIONS

Instead of: "Any questions?"

Say: "What are your concerns or suggestions about this decision?"



2. NORMALIZE DISAGREEMENT

When someone disagrees with you, say: "That's an important point. Let's explore that more."



3. HOLD LISTENING CIRCLES

Every month, sit with your team with no agenda, just ask:

"What's not working for you right now?"



4. OWN YOUR MISTAKES FIRST

Leadership isn't about being perfect. Show accountability, and your team will do the same.



5. INVEST IN FEEDBACK TRAINING

Help yourself and your team learn how to give and receive feedback. (That's where we can help.)

CHAPTER SIX

Ready to Lead Differently?

You don't have to fix everything overnight. But ignoring the silent signs will only cost you more — in trust, retention, performance, and team wellbeing.

Download this workbook, start with 15 minutes of reflection, and take one bold action this week. Print out the workbook and complete the diagnostic exercises. This may be the quietest problem in your office but it doesn't have to stay silent any longer.

About Kiran Deep Sandhu

She is a Behavioural Coach and Leadership Communication Expert with over two decades of experience working across Asia. She partners with corporate leaders, CEOs, HR heads, and boards to help them strengthen emotional intelligence, communication, and conscious leadership.

Her coaching helps leaders transform quiet compliance into vibrant collaboration — turning “status quo” workplaces into people-first, performance-driven cultures.

Kiran's work spans countries including India, Malaysia, Singapore, Nepal, US where she has guided organizations through cultural shifts, leadership transitions, and team rebuilding. Through her coaching, keynotes, and workshops, she continues to champion a new kind of leadership — one built not on power, but on presence.

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