



The STEDI Method
Headmonkey.com



The STEDI Method

A SCIENCE-BACKED GUIDE TO
CREATE MINDFUL LEADERS WHO

Transform your Workplace.

BOBBIE CLARK

What is the STEDI Method?

Welcome to the Method that helps you stay grounded and rediscover Joy
(no chanting, crystals, or enlightenment required).

You don't need another leadership model that sounds good in theory but collapses the minute your inbox hits 97 unread messages and your Wi-Fi cuts out during a board meeting. You also don't need another mindfulness program that assumes you have a meditation cushion, a Himalayan salt lamp, and two uninterrupted hours each morning to greet the sunrise.

You need something practical. Repeatable. Something that actually works in real life—with deadlines, team dynamics, shifting priorities, and stress you can't just "breathe through" without getting a tension headache. That's where The STEDI Method comes in.

It's not magic.
(It just feels that way after week three.)



01

Why should I care?

Because the old way isn't working.

We've glamorized hustle, normalized burnout, and treated emotional suppression like a leadership strategy. Meanwhile, anxiety is up, trust is down, and your team is probably one awkward Slack message away from a full existential crisis.

The truth is: you can't lead well when you're running on fumes. You can't innovate when your nervous system is in survival mode. And you definitely can't create psychological safety when you don't feel safe in your own mind.

The STEDI Method gives you a way to interrupt that cycle.

Not with 10-step morning routines or woo-woo mantras (unless that's your thing—we support freedom of woo). Just a clear, evidence-informed method to bring you back to presence, purpose, and possibility—on demand.

- ✓ Reduce Burnout and Absenteeism
- ✓ Boost Emotional Wellness/Performance
- ✓ Improve Retention, Trust, & Engagement
- ✓ Build a Culture where Joy is the Norm



Let's Break it down...

What Is STEDI?

STEDI is a research-backed, reality-tested framework designed to help you stay grounded in the middle of your workday—not just during it, but because of it. It's built for leaders, changemakers, caretakers, and humans in general who want to stop reacting from stress and start responding with clarity, compassion, and purpose.

The acronym stands for:

Settle

Tune-in

Engage

Decompress

Track

Integrate



Who This Guide Is For

This guide is for anyone who's tired of pretending everything's fine while quietly plotting their escape to a tiny cabin with no Wi-Fi and a firm no-talking policy.

If you're a leader who:

- Wants to show up with clarity instead of reactivity
- Is curious about emotional regulation but allergic to fluff
- Has Googled "how to stay calm during meetings" more than once
- Cares deeply, maybe too deeply, and just wants to feel better

...you're in the right place.

You don't have to be "mindful" already. You don't need to identify as a leader in the traditional sense. All you need is a willingness to pause—and an openness to trying something that doesn't require a sabbatical or a personality transplant.

Breaking it down even more...

S – Settle

Start by calming the system. Use the breath or stillness to downshift the noise and arrive fully. This is your reset switch.

Language cues: land, steady, breathe, centre.

T – Tune In

Pay attention to what's actually happening—internally and externally. No filters. This builds sharp awareness, like a systems check.

Language cues: scan, notice, assess, listen inward.

E – Engage

Choose how to respond instead of reacting on autopilot. This is about self-command and emotional precision.

Language cues: act deliberately, step in, lead the moment.

D – Decompress

Create space to unload tension—physically, mentally, emotionally. Step away to return stronger.

Language cues: offload, unplug, recalibrate, lighten the load.

T – Track

Recognize patterns over time. What shows up regularly? This is about insight through repetition—noticing what drives you and drains you.

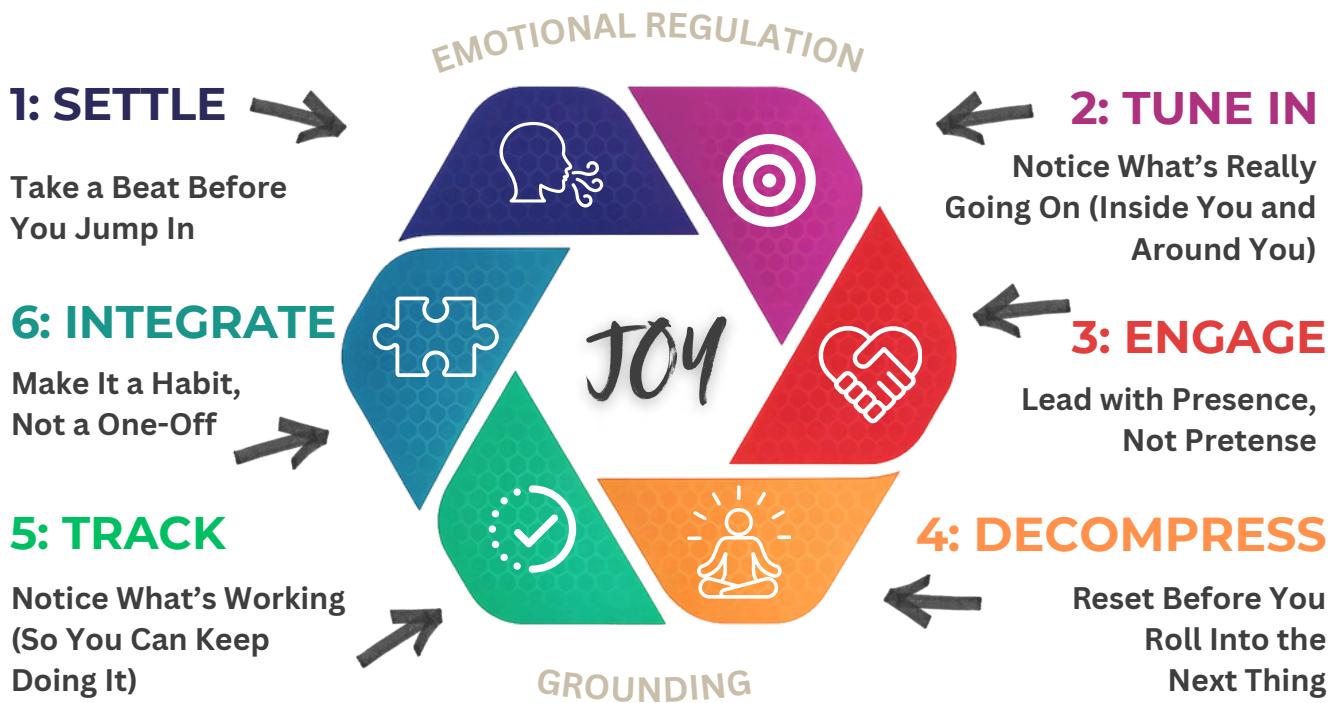
Language cues: pattern recognition, scan the loop, collect data.

I – Integrate

Apply this awareness into real-time settings—conversations, meetings, leadership decisions. Make this your operating system.

Language cues: embed, work it in, live it out, align behavior.

The STEDTI Method



The **RIPPLE** starts with you.



What is S – Settle?

(Take a Beat Before You Jump In)

Settle is the first step in The STEDTI Method for a reason: you can't lead, communicate, or connect well when your nervous system is in fight, flight, or freeze.

You can be brilliant and experienced, but if you're tense, reactive, or scattered, you'll default to overexplaining, shutting down, or pushing through.

These aren't flaws—they're neurological habits.

Settle breaks the cycle.

It's the pause that says, "Regulate before you escalate."

Why It Matters

Work culture prizes speed, but speed without stability harms relationships, decisions, and wellbeing. Leaders often move from one demand to the next without transition, carrying unprocessed stress that turns small triggers into big reactions.

Settling isn't avoidance—it's choosing to respond from your grounded self, not your most dysregulated one.

A settled leader:

- Listens deeply
- Communicates clearly
- Holds boundaries without guilt
- Lowers emotional tension
- Thinks better under pressure

How to Practice It

You don't need special tools—just your body, breath, and awareness.

Try:

- Box breathing (4-4-4-4)
- 5-4-3-2-1 sensory grounding
- Hand on chest + slow breath + "I'm here."
- Label your emotion ("I feel __")
- Three deliberate breaths before responding
- Feel your feet, relax shoulders, or touch a solid surface
- Quick body scan from head to toes

You can settle in 30 seconds. Even five conscious breaths between meetings can change your entire state.

**It's Slowing
Down and
Becoming More
Intentional**

The STEDI Method™

How to Practice Settling:

Three Breaths:

Take three slow, deliberate breaths before responding to a trigger. Inhale deeply. Exhale fully. Repeat. Let the breath ground you, not to notice what's wrong, but simply to arrive where you are.



Grounding Cues:

Feel your feet planted firmly on the ground. Place your hand on a solid surface — a table, a chair, your own heart — to remind your body that you are supported right now.



Stillness Rituals:

Before big meetings, family transitions, or important decisions, pause for 60 seconds. Sit. Breathe. Let yourself settle physically without rushing into thought or action.



Shift Attention to the Body:

Gently move your attention from the racing activity of your mind down into the steadiness of your body. Feel the contact points — your feet, your seat, your hands — and let them ground you.



Breath Grounding:

If you feel scattered, ground your attention lightly to the natural rhythm of your breath. Not to change it, not to analyze it — just to ride it as a steady force.



What is T-Tune In?

(Notice What's Really Going on, Inside and Around You)

Jordan couldn't figure out why his team was avoiding him. He didn't feel angry, but his tone and body language told another story—snapping in meetings, scrolling furiously, half-glaring at questions. Before going full grump-mode, he paused and used the STEDTI digital app's Tune In tool. Ninety seconds of breath and awareness later, he realized he wasn't angry—he was hungry, overwhelmed, and behind on prep. A sandwich, a short break, and a reset later, he returned grounded, not guilty. That's what Tune-In does.

What It Is

Tuning In means pausing to get curious about what's happening inside you—not the task list, but your emotional data. It's quick, conscious awareness:

- What am I feeling?
- What do I need?
- What's underneath this reaction?

Skip it, and you lead from autopilot—reacting from habit or hidden emotion. Practice it, and you lead with clarity, empathy, and congruence.

Why It Matters

Emotional clarity—accurately naming what you feel—is linked to better decisions, stronger relationships, and lower stress. When leaders don't tune in, they:

- Mislabel stress as anger
- Avoid hard conversations
- Internalize or deflect problems
- Burn out trying to "push through"

It takes honesty, not time. Try:

- Ask: "What am I feeling in my body right now?"
- Identify the emotion and need beneath it
- Use a mood wheel or STEDTI's "Quick Tune-In" (3 questions, 1 minute)
- Pro tip: Don't fix—just name. Naming regulates; solving can wait.

Workplace Integration

- Start meetings with: "What are you bringing into the room today?"
- Encourage self-check-ins before major decisions
- Keep a shared thread or board: "How's your bandwidth today?"
- STEDTI App Tie-In: Use Body Scan before meetings or Emotional Debrief after challenging moments.



It's Checking In with Yourself, So You Don't Have To Check Out.

Tuning In doesn't slow you down—it brings you back online.

What is E-Engage?

(Lead With Presence, Not Pretense)

Melanie's calendar was bursting at the seams—and so was her stress level. So when her boss cheerfully asked her to "just take on one more thing," her inner people-pleaser leapt up like it was auditioning for the Olympics. But she caught herself and thought, "What would ground me do?" Grounded Melanie didn't blurt out yes—she said, "Let me check what's already on my plate and get back to you." Translation: a polite force field. That tiny pause bought her the space to think. Later, she offered a solution that helped the project and her sanity. That's what Engage does.

What It Is

Engage is where awareness turns into intentional action. It's the shift from inner clarity to outer impact. Instead of reacting from pressure, you respond with presence—whether that's setting a boundary, leading a meeting, or simply replying to an email calmly.

When we skip Engage, we:

- Say yes when we mean no
- Avoid what actually matters
- Perform from fear or fatigue
- Keep the peace while quietly burning out

Why It Matters

Fast doesn't always mean effective. In high-pressure workplaces, speed without intention leads to mistakes, resentment, and burnout. But when you pause before acting, your choices align with what truly matters.

How to Practice

After you've Settled and Tuned In, move into aligned action. Try:

- Ask: "What does aligned action look like right now?"
- Use the STEDTI prompt: WWGMD (What Would Grounded Me Do?)
- Take 3 breaths before responding
- Choose one interaction today to slow down and respond intentionally
- Reflect: "Did I lead from presence or pressure?"

Remember: reactive action creates noise; grounded action creates momentum.

Workplace Integration

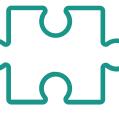
- Before meetings, ask: "What's our intention here?"
- Encourage pause practices between tasks
- Define what "good engagement" looks like—tone, energy, and congruence
- STEDTI App Tie-In: Use Decision Anchoring or When to Persist or Let Go to bridge presence and performance.

Engage isn't just about doing more—it's about doing the right thing, for the right reasons, at the right time.

**It's Not
Performative
Leadership,
It's Authentic
Leadership**

The STEDI Method

At a Glance

S	SETTLE	Take a Beat Before You Jump In	
T	TUNE IN	Notice What's Really Going On (Inside You and Around You)	
E	ENGAGE	Lead with Presence, Not Pretense	
D	DECOMPRESS	Reset Before You Roll Into the Next Thing	
T	TRACK	Notice What's Working (So You Can Keep Doing It)	
I	INTEGRATE	Make It a Habit, Not a One-Off	

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10

What is D-Decompress?



(Reset Before You Roll Into the Next Thing)

Chris didn't think he was stressed—just grinding through 14-hour days, clenching his jaw, and developing an eye twitch. He'd started saying, "I'll rest when the quarter's over," like a man possessed. One afternoon, he finally hit pause and opened the STEDTI app's Decompress tool. Ninety seconds of stretching, breathing, and a laugh at how absurd it felt later—something shifted. He felt clearer, calmer, human again. That's what Decompress does.

What It Is

Decompress means intentionally releasing built-up physical, emotional, or mental tension. It's your nervous system's off-ramp from stress—the reset between intensity and clarity. You don't need a vacation; you need a micro-pause.

We skip decompression because we think rest must be earned or requires stopping completely.

Why It Matters

Tension accumulates throughout the day—every unresolved thought, emotion, or frustration adds pressure. Left unchecked, it leaks out as reactivity, exhaustion, or quiet dread.

Decompression helps you:

- Prevent emotional flooding
- Interrupt stress spirals
- Restore capacity during the day—not just after work
- Protect focus and relationships

It's not a reward. It's maintenance.

How to Practice

Decompression = tension out, presence in. Try:

- Stand and shake out your arms for 30 seconds
- Take three sigh-breaths: inhale nose, exhale audibly
- Stretch or do a quick body scan
- Play one song—just listen
- Yawn or laugh (yes, fake yawns count)

Even just **60**
seconds can
reset your system.

Workplace Integration

- Add 2-minute "reset breaks" after tough meetings
- Normalize stretch pauses during calls
- Try team rituals like walk-and-talks or collective breaths
- STEDTI App Tie-In: Use STEDTI in 5™, Body Scan, or Mini-Retreats to integrate movement and rest throughout your day.

The goal isn't zero stress—it's less compression, more presence, and a little more space to be human.

What is T-Track?

(Notice What's Working, So You Can Keep Doing it)

Ava couldn't figure out why she ended every day feeling like a deflated balloon. Her team was great, her workload manageable—and no one had microwaved fish in months—yet something was off. Out of curiosity (and mild desperation), she tried the STEDTI app's Track feature—just 30 seconds a day. By day four, the culprit revealed itself like a bad plot twist: every Tuesday and Thursday after her 2 p.m. "collaborative alignment session," her mood plummeted. It wasn't the people—it was the meeting with all hype, no agenda, and a side of chaos. So she started scheduling a 15-minute solo decompression afterward. Just like that, the resentment packed up and left. That's what Track does.

What It Is

Tracking means noticing and recording your internal state over time—so you can actually see what affects your energy, focus, and well-being. It's not mood micromanagement; it's pattern recognition. Think of it as emotional data hygiene. You don't need a spreadsheet—just honesty, a few seconds, and the question: "What's been true for me lately?"

Why It Matters

We live in constant noise—emails, meetings, multitasking, emotional whiplash. Most people don't realize they're depleted until they snap, zone out, or fantasize about quitting.

Tracking reveals the signals before the crash.

It helps you:

- Spot emotional and energy patterns
- Identify hidden stressors
- Reinforce small positive shifts
- Connect actions to outcomes

You don't just feel better—you know why.

How to Practice

Tracking is simple awareness, not perfection. Try:

- Log your mood once a day in the app (three taps, done)
- Note energy at start and end of the day
- After meetings, ask: "How did I feel? What worked? What drained me?"
- End each week with: "What patterns am I seeing?"

You and Your
Team Don't Just
Feel Better;
You Know Why.

Workplace Integration

- Use a shared team tracker for weekly energy (anonymous if needed)
- Review emotional patterns alongside performance metrics
- Add STEDTI tracking to existing check-ins or wellness programs

STEDTI App Tie-In: Use the Mood Check-In and Weekly Review features to spot trends and make adjustments.

You can't change what you can't see. Tracking turns awareness into insight—and insight into strategy.

What is I-Integrate?

(Make it a Habit, Not a One-Off)

Sam loved leadership programs—right up until week three, when his notes vanished into the same drawer as his abandoned gym membership and good intentions. But STEDTI was different. Maybe it was the app reminders, or the fact that a full reset took less time than reheating coffee. Slowly, it became habit: one deep breath before meetings, a body scan on the train, adjusting his energy instead of side-eyeing his team. No incense. No enlightenment montage. Just consistency. Six weeks later, a colleague said, “You seem different—calmer.” Sam grinned. Still me—just with more room to breathe. That’s what Integrate does.

What It Is

Integrate is where the method becomes a mindset—the shift from doing STEDTI to being STEDTI. You’ve Settled, Tuned In, Engaged, Decompressed, and Tracked. Now it’s about weaving those habits into your leadership rhythm. Integration isn’t about perfection or following every step daily. It’s about developing the muscle memory of grounded presence—returning to it again and again until it becomes second nature.

Why It Matters

Transformation doesn’t fail from lack of effort—it fails from lack of integration. In fast-paced workplaces, anything that feels “extra” gets dropped. Yet this is where sustainability lives.

When you integrate:

- Self-regulation becomes automatic
- Emotional clarity becomes part of your workflow
- Conflict softens and meetings flow
- You rely less on external fixes and more on inner steadiness

How to Practice

Integration is built on repetition and reflection. You don’t need mastery—just return to the practice. Try:

- Focus on one STEDTI step per week
- Anchor practices to existing rituals (team huddles, end-of-day wrap-ups)
- Reflect during coffee or post-meeting
- Share STEDTI with your team—teaching reinforces learning
- Notice where you’re already living it naturally

**It's the Shift From
Doing Wellness, to
Being Well.**

Workplace Integration

- Include STEDTI in onboarding and leadership programs
- Add prompts to agendas or Slack reminders
- Recognize “grounded leadership moments” in team culture
- STEDTI App Tie-In: Use The STEDTI 4-Week Integration Plan, Gratitude Journal, or Culture Pulse Check to align individual and organizational growth.

Integration isn’t the finish line—it’s the upgrade.

From concept → to habit → to culture.

4-WEEK FACILITATOR'S GUIDE TO Transform your Workplace.

An MBSR or Mindfulness Facilitator &
Access to the STEDI Digital App is Required for the Next Section.



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14



The Philosophy

The Philosophy Behind The STEDTI Method™

At its core, The STEDTI Method™ is founded on one simple truth: great leadership begins with self. Before guiding others with clarity and compassion, leaders must learn to ground themselves, listen inwardly without judgment, and cultivate acceptance in the present moment.

This philosophy is explored more fully in *The Joy Rebellion* – a forthcoming book (publishing 2026) that expands on the idea that real change begins when we push back against the defaults of burnout, disconnection, and constant pressure. Instead, we reclaim our capacity to lead from grounded joy, resilience, and presence.

Leadership is often seen as what we project outward – decisions, strategies, communication – but sustainable leadership starts within. When leaders meet themselves with awareness instead of pressure, they create the conditions to meet others the same way.

The STEDTI Method is not about perfection or adding tasks to a full plate. It's about building capacity: settling the nervous system, tuning in with honesty, engaging with presence, and decompressing to sustain wellbeing. From this foundation of self-regulation, leaders inspire trust, model resilience, and foster thriving teams and cultures.

Facilitators help create space for this work to unfold. The STEDTI Method™ isn't therapy – it's practice: practical, repeatable tools for returning to center and leading with clarity and integrity.

The STEDTI Leadership 4-Week Program

A progressive, evidence-informed model grounded in modified MBSR principles and designed for modern leadership demands. **Note: It is strongly recommended that you have an MBSR or other mindfulness facilitator to guide your team through the 4week program.**

Program Components:

- 4 weekly guided sessions (30 min, in-person or virtual via STEDTI app/YouTube)
- 10–15 min daily practice
- Mood tracking and reflection
- Daily prompts and nudges
- Organization-wide and team dashboards for progress tracking



The 5-Minute Reset

You don't need an expensive facilitator, a silent retreat, or a wellness guru to bring STEDTI Leadership™ to your team. You just need five minutes — and a method that meets real life where it happens: in inboxes, in meetings, and in hallway conversations.

That's where The STEDTI Method comes in.

Start Here: Unsettled to STEDTI in 5

This is the pocket practice. The quick reset. The five-minute breath between chaos and clarity.

This isn't a watered-down version of the method — it's a distilled one. A way to ground yourself in real time using the same six moves:

1. Settle – Take three intentional breaths. Feel your body. Land.

a. **Example:** Before unmuting yourself in a tense Zoom meeting, you pause, exhale slowly, and feel your feet on the floor.

2. Tune-In – Notice what's present, without judgment. Name it.

a. **Example:** You quietly acknowledge, "I'm feeling anxious and a little defensive," without trying to fix it or push it away.

3. Engage – Choose how you want to show up in this moment.

a. **Example:** Instead of matching someone's intensity, you decide to speak calmly and stay curious during a disagreement.

4. Decompress – Release what isn't serving. Reset your system.

a. **Example:** After the meeting, you roll your shoulders, take a breath, and mentally say, "I don't need to carry that."

5. Track & Integrate – Notice the shift. Let it inform your next move.

a. **Example:** You reflect, "That pause helped me stay grounded," and decide to use the same check-in before tomorrow's meeting.

Use this when time is short and pressure is high. It's a lifeline — not a luxury. And once this becomes a familiar rhythm? You're ready for the full integration.

For a STEDTI in 5 guided video, download the STEDTI digital Apple App Store, or Google Play.



4-WEEK PROGRAM

Week 1: Settle

Theme: Grounding the System

Focus: Shift from reactivity to presence.

30 Minute Guided Session: Body awareness, breath grounding, somatic stillness.

Daily Practice: - 3–5 min breath grounding (by facilitator or STEDTI app) - Mindful transitions before meetings/emails - Reflection: "What helped me settle today?"

Facilitator Notes: Normalize nervous system reactions. Encourage use of app check-ins. Ask participants to take the self-assessment How Grounded Are You? In the STEDTI app (note: this is the Mindful Attentional Awareness Scale [MAAS]k)

Week 2: Tune-In

Theme: Cultivating Inner Awareness

Focus: Observe thoughts and emotions without judgment.

30 Minute Guided Session: Emotional labeling, body scan, awareness practices.

Daily Practice: - Morning check-in: "What's here now?" (STEDTI app) - 5 min guided practice - Track emotional shifts in The Feelings Wheel in the app - Reflection: "Where did I tune in today, and what did I notice?"

Facilitator Notes: Emphasize curiosity over fixing. Encourage participants to listen to one of the videos (Emotional Debrief, Name it to Tame it, Body Scan) in the STEDTI App. Share optional logs in group discussion.



4-WEEK PROGRAM

Week 3: Engage

Theme: Presence in Action

Focus: Values-aligned leadership in real contexts.

30 Minute Guided Session: Mindful communication, feedback, clarity and compassion in leadership.

Daily Practice: - Choose one daily interaction to engage with presence - Pause + Respond (3 breaths) – Review the When to Persist and When to Let Go video in the STEDTI app.

Reflection: "Did I lead from presence or pressure?" – Use the Decision Anchoring Tool in the app for grounded decision making

Facilitator Notes: Encourage roleplay. Reinforce app nudges for pause practices.

Week 4: Decompress, Track, Integrate

Theme: Sustainable Self-Leadership

Focus: Release stress, integrate growth, sustain new habits.

30 Minute Guided Session: Decompression rituals, habit building, reflection.

Daily Practice: - STEDTI in 5 - decompression ritual after work - Track mood/energy in app -

Evening reflection: "What did I carry today that I want to release?" - Choose one Decompress practice for at-home on app.

Facilitator Notes: Share group-level dashboard insights.

Suggest using the Boundary Setting Tool in STEDTI app.

Close with integration commitments and encourage continued tracking.



4-WEEK PROGRAM

STEDTI in 5™ (Pocket Practice)

Quick 5-minute reset:

- 1. Settle:** Three intentional breaths.
- 2. Tune-In:** Notice and name without judgment.
- 3. Engage:** Choose presence.
- 4. Decompress:** Release what isn't needed.
- 5. Track & Integrate:** Notice the shift; apply forward.

Encourage participants to use STEDTI in 5™ in the STEDTI app.

Facilitator Delivery Flow

- Welcome & Check-In (5 min)
- Guided Session (15 min) – Basic facilitation and STEDTI app support + reflect
- Discussion (10 min) – Use prompts + case examples
- Closing/Practice Assignment – Suggest app-based at-home practices

Psychological Safety Guidelines

- Normalize diverse responses to mindfulness practices.
- Reflections are optional; no forced disclosure.
- Use inclusive language; consider cultural and neurodiverse perspectives.
- Provide opt-out options for tracking features in app



4-WEEK PROGRAM

Facilitator & App Integration

- Setup: Create cohort in dashboard (if teams are selected), enable daily prompts.
- During Sessions: Demonstrate app features live.
- Tracking: Monitor completion and engagement.
- Completion: Export data, issue digital certificates.

Certification

- Participants: Must attend 3 sessions, complete 80% of practices, and submit Week 4 reflection.
- Facilitators: Submit program completion notes and cohort data to STEDTI.

Reflection Prompts (Appendix A)

- What shifted when you paused today?
- What story did you notice in your mind, and how did it change when you tuned in?
- When did you lead from presence instead of pressure?
- What practice will you carry forward beyond this program?

Reminder: You are facilitating a leadership skills program, not therapy. Hold a safe space, focus on practice-building, and redirect clinical concerns to appropriate supports.

- End of Facilitator Guide -



The STEDI Method

Thank You

*For more on the STEDI Method and
Making Joy the New Standard at your
Workplace, visit headmonkey.com.*



**Need Help or
Have
Questions?**

*Feel free to
reach out to us!*

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