



The STEDTI Method™
JOY AT WORK

THE STEDTI METHOD™

A SCIENCE-BACKED FRAMEWORK
FOR MINDFUL LEADERSHIP



S

SETTLE



T

TUNE IN



E

ENGAGE



D

DECOMPRESS



T

TRACK



I

INTEGRATE



Grounded Leaders. Thriving Workplaces.



A practical framework for cultivating
emotional regulation, resilience,
psychological safety, and joy at work.

DEVELOPED BY
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STEDTI
JOY AT WORK



HeadMonkey®

WWW.HEADMONKEY.COM



The STEDTI Method™
JOY AT WORK

Welcome to the Method that helps you stay grounded and rediscover Joy at Work.

(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 STEDTI Method comes in.

It's not magic.

(It just feels that way after week three.)



**Reduce Burnout
and Absenteeism**



**Boost Emotional
Wellness/Performance**



**Improve Retention,
Trust, & Engagement**



**Build a Culture where
Joy is the Norm**



The STEDTI Method™
JOY AT WORK



THE NEED

Leadership Today Demands More Than *More*.

Leaders face constant pressure, complex people dynamics, and relentless change. The result? Burnout, disconnection, and a workplace culture running on empty.

The STEDTI Method™ gives you a science-backed, practical way to lead with clarity, compassion, and resilience—without adding more to your already full plate.



This isn't about becoming someone new.
It's about remembering who you are
—and leading from that place.



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The STEDTI Method™
JOY AT WORK

THE FRAMEWORK

What is The STEDTI Method™?

A practical, science-backed framework for cultivating emotional regulation, resilience, psychological safety, and joy at work.

The STEDTI Method™ is a six-step framework designed to help leaders regulate themselves, strengthen relationships, and create thriving workplaces.



SETTLE

Calm your nervous system and create space to lead.



TUNE IN

Build self-awareness and understand what you need.



ENGAGE

Lead others with empathy, communication, and trust.



DECOMPRESS

Release stress and restore energy intentionally.



TRACK

Notice what's working so you can keep doing it.



INTEGRATE

Make it a habit, not a one-off.



You don't need more time. You need a better system.
STEDTI helps you lead from a place of presence.



THE FRAMEWORK

Breaking It Down: The Six Steps of STEDTI



STEDTI is simple to learn and easy to integrate. Each step builds on the last—creating a powerful cycle of awareness, action, and transformation.

STEP	WHAT IT MEANS	HOW TO PRACTICE IT (EXAMPLES)
 SETTLE Calm your nervous system and create space to lead. 	You can't lead well when you're running on empty. This step helps you pause, regulate, and create space to respond instead of react. Why it matters: A calm leader thinks more clearly, makes better decisions, and creates safety for others.	• Take 3 slow, intentional breaths before starting your day. • Use a 2-minute grounding practice before difficult conversations. • Step away from back-to-back meetings to reset. • Notice tension in your body and release it. • Create micro-pauses throughout the day to recalibrate.
 TUNE IN Build self-awareness and understand what you need. 	When you tune in, you lead from clarity, not automation. You understand your emotions, thoughts, and triggers. Why it matters: Self-awareness helps you manage yourself so you can lead others well.	• Check in with yourself: "What am I feeling right now?" • Name what you need in the moment. • Notice patterns that impact your leadership (e.g., perfectionism, people-pleasing). • Use a journal or quick reflection to increase self-awareness. • Ask for feedback and listen with curiosity.
 ENGAGE Lead others with empathy, communication, and trust. 	People follow leaders who make them feel seen, heard, and valued. Engagement creates connection and commitment. Why it matters: Strong relationships drive collaboration, innovation, and results.	• Listen to truly understand, not just to respond. • Ask open-ended questions to foster dialogue. • Acknowledge contributions and celebrate wins. • Communicate with clarity, compassion, and consistency. • Lead with empathy, especially in challenging moments.



When you practice these steps consistently, you build resilience, improve well-being, and create a workplace where both people and performance thrive.



THE FRAMEWORK

Breaking It Down: The Six Steps of STEDTI



STEDTI is simple to learn and easy to integrate. Each step builds on the last—creating a powerful cycle of awareness, action, and transformation.

STEP	WHAT IT MEANS	HOW TO PRACTICE IT (EXAMPLES)
 DECOMPRESS Release stress and restore energy intentionally. 	You can't lead others well if you're constantly running on empty. This step helps you reset so you can lead with energy and clarity. Why it matters: Leaders who rest and recover make better decisions, show up with presence, and prevent burnout—for themselves and their teams.	• Build short breaks into your day—without guilt. Even 5 minutes to stretch, breathe, or walk helps. • Move your body. Physical movement is a proven way to reduce stress and restore focus. • Set boundaries around your time and energy. Protect time for rest, meals, and personal renewal. • End the day with a ritual that helps you let go. Try a gratitude list, digital sunset, or a calming routine. • Get quality sleep. It's the foundation for everything.
 TRACK Notice what's working so you can keep doing it. 	Awareness drives growth. Tracking helps you build momentum by focusing on progress, not perfection. Why it matters: What gets measured gets managed. Tracking builds self-awareness, reinforces positive habits, and helps you lead with intention.	• End each day by noting 1–3 wins. What went well? What are you proud of? • Use a tracker or app to monitor habits and progress. Examples: meditation streak, steps, focus time. • Reflect weekly: What worked? What can I adjust? Small reflections lead to big improvements. • Share wins with your team to build momentum. Celebrate progress together and encourage others. • Pay attention to early warning signs of stress. Awareness helps you course-correct sooner.
 INTEGRATE Make it a habit, not a one-off. 	Sustainable change happens when these practices become part of how you lead every day. Why it matters: Integration turns insight into identity. Over time, mindful leadership becomes who you are—not just what you do.	• Anchor each step into your daily routine. Pair it with existing habits (e.g., breath before emails, reflection after lunch). • Stack new habits onto existing routines. Habit stacking makes new behaviors stick. • Reinforce with reminders, environment, and accountability. Use cues, visual prompts, or a partner for support. • Be patient—consistency creates transformation. Small, consistent actions lead to lasting change. • Periodically revisit and recommit. Make integration a living practice.



When you practice all six steps consistently, you build resilience, improve well-being, and create a workplace where both people and performance thrive.



THE PROMISE

More Than a Framework. A Shift That *Lasts*.

STEDTI transforms how you lead, how your team collaborates, and how your organization thrives.



For You

- Lower stress and burnout
- Greater self-awareness
- Clearer decisions
- More confidence
- Sustainable energy



For Your Team

- Stronger communication
- Higher trust
- Better collaboration
- Healthier dynamics
- Shared sense of purpose



For Your Organization

- Improved retention
- Increased engagement
- Safer, healthier culture
- Better patient outcomes
- Stronger bottom line



The Result

- Grounded leaders
- Thriving workplaces
- A culture where
joy is the norm



“

You don't need to be perfect. You just need
a practice that helps you return to what matters.

”



STEDTI is that practice. Your team will feel it.
Your organization will benefit from it.
And you'll be glad you started.



STEP 1 OF 6

S – Settle

Calm your nervous system and create space to lead.

You can't lead well when your body is in survival mode. S – Settle helps you pause, release tension, and create the internal stability needed for clear thinking, healthy decisions, and compassionate leadership.



WHY SETTling MATTERS



Physiologically

Calming the nervous system shifts you from stress (fight, flight, freeze) to a state of safety and connection (rest and digest), improving focus, creativity, and decision-making.



Emotionally

When you settle, you reduce reactivity, regulate emotions, and build resilience—so you can respond instead of react, especially under pressure.



Relationally

A calm leader creates psychological safety, builds trust, and fosters open communication across teams.



Organizationally

Leaders who settle make better decisions, strengthen culture, and contribute to healthier, more engaged, and higher performing workplaces.

THE RESEARCH

A strong body of research shows that mindfulness and nervous system regulation improve leadership and organizational outcomes.

- **Mindfulness-based interventions reduce stress and burnout among healthcare professionals.** (Burton et al., 2017; Gan et al., 2024)
- **Mindfulness improves emotional regulation, self-awareness, and decision-making.** (Brown & Ryan, 2003; Anderson, 2020)
- **Mindful leadership is linked to psychological safety, engagement, and stronger team performance.** (Goh & Ilies, 2021; Griffiths & Newman, 2021)

HOW TO PRACTICE S – SETTLE



Take 3 Slow Breaths.
Inhale for 4, hold for 2, exhale for 6.
Repeat three times.



Scan Your Body.
Notice where you feel tension.
Soften your shoulders. Unclench your jaw.



Anchor in the Present.
Feel your feet on the ground.
Notice 5 things you can see, hear, or feel.



Set Your Intention.
Ask: What kind of leader do I want to be in this moment?



You don't have to be perfect. You just have to be present.
When you settle your body, you settle your mind.
When you settle your mind, you lead with clarity.





STEP 2 OF 6

T – Tune In

Build self-awareness so you can lead with clarity and intention.

You can't lead others well if you're disconnected from yourself. T – Tune In helps you notice your thoughts, emotions, and patterns so you can respond intentionally instead of react automatically.



WHY TUNING IN MATTERS



Physiologically

Increased self-awareness activates the prefrontal cortex and strengthens emotional regulation, lowering stress and supporting better decision-making.



Emotionally

Tuning in helps you recognize emotions early, understand your triggers, and choose responses that align with your values—not old patterns.



Relationally

Self-aware leaders communicate with greater empathy, build trust, resolve conflict more effectively, and create psychological safety.



Organizationally

Leaders who tune in make better decisions, adapt more easily to change, and foster cultures of accountability, learning, and engagement.

THE RESEARCH

A strong body of research shows that self-awareness and mindfulness improve leadership and workplace outcomes.

- **Mindfulness enhances self-awareness and emotional regulation, key predictors of leadership effectiveness.**
(Brown & Ryan, 2003; Anderson, 2020)
- **Self-awareness is associated with better decision-making, ethical leadership, and stronger relationships.**
(Boyatzis & McKee, 2013)
- **Mindful leaders build greater psychological safety and employee engagement.**
(Goh & Ilies, 2021; Griffiths & Newman, 2021)

HOW TO PRACTICE T – TUNE IN



Pause and Notice.

Take a moment to check in with your body, thoughts, and emotions.



Name It to Tame It.

Label what you're feeling without judgment. Naming creates space and reduces reactivity.



Get Curious.

Ask: What's driving this right now? What do I need? What matters most?



Choose with Intention.

Respond in alignment with your values, not your old habits.



When you tune in, you lead from presence—not pressure. Awareness creates choice. Choice creates clarity. Clarity creates impact.





STEP 3 OF 6

E – Engage?

Lead others with empathy, communication, and trust.

Engagement is built on connection. When you lead with empathy and communicate clearly, you create a culture where people feel seen, valued, and empowered to contribute.

WHY IT MATTERS



Research shows that mindful, emotionally intelligent leaders create greater trust, collaboration, resilience, and employee well-being while reducing burnout and turnover. Teams perform best when people feel safe to speak up, ask questions, and be themselves.

TRY IT



Listen to understand before responding.



Ask curious, open-ended questions.



Acknowledge emotions before solving problems.



Recognize effort—not just outcomes.



Create space for every voice.

“

People don't care how much you know until they know how much you care.

— Maya Angelou

”



When people feel heard, valued, and psychologically safe, they bring their best thinking, creativity, and commitment to work. That's how healthy cultures grow.



THE RESEARCH

A strong body of research shows that self-awareness, mindfulness, and emotional intelligence improve team trust, collaboration, and performance.

- **Mindful leaders strengthen psychological safety and organizational trust.** (Nübold et al., 2019; Gill et al., 2018)
- **Emotionally intelligent leaders improve engagement, collaboration, and resilience.** (Anderson, 2020; Greiser et al., 2020)
- **Leaders who show empathy and communicate clearly see higher employee well-being and lower turnover.** (Spinelli et al., 2019; Anderson, 2020)

HOW TO PRACTICE E – ENGAGE



Be Present.

Give people your full attention. Put away distractions and be fully there.



Show Empathy.

Seek to understand how others feel. Empathy builds trust and strengthens relationships.



Communicate with Clarity.

Share information openly and honestly. Clear communication creates alignment and reduces assumptions.



Empower and Include.

Invite ideas, encourage participation, and value diverse perspectives.



Follow Through.

Do what you say you will do. Consistency builds credibility and deepens trust.





STEP 4 OF 6

D – Decompress

Release stress and restore energy intentionally.

You can't pour from an empty tank. Decompressing helps you reset your body and mind so you can show up with clarity, patience, and presence.

“

Rest is not a reward
for the work you do.
It's part of the work.

— Unknown

”



WHY IT MATTERS

Chronic stress drains energy, impairs decision-making, and increases burnout. Intentional recovery improves focus, mood, resilience, and overall well-being. Research shows that stress recovery and downtime are essential for leadership effectiveness, health, and sustainable performance.

THE RESEARCH

- Chronic stress contributes to burnout, absenteeism, and turnover among healthcare leaders. (Spinelli et al., 2019; Burton et al., 2017; Wu et al., 2022)
- Recovery practices improve cognitive function, mood, resilience, and overall well-being. (Janssen et al., 2018; Klatt et al., 2009; Howarth et al., 2019)
- Mindfulness and rest-based interventions reduce stress and enhance emotional regulation. (Anderson, 2020; Weiss & Shapiro, 2020)
- Protecting sleep and downtime is linked to better decision-making and long-term performance. (Boyatzis & McKee, 2013; Lippincott, 2018)

HOW TO PRACTICE D – DECOMPRESS



Pause and Breathe.

Take slow, deep breaths to calm your nervous system.



Move to Reset.

Movement boosts mood and clears mental fatigue.



Connect with Nature.

Time outdoors reduces stress and restores perspective.



Unplug Intentionally.

Step away from screens and constant stimulation.



Protect Your Rest.

Prioritize quality sleep and downtime without guilt.



You can't lead well when you're running on empty.
Give yourself permission to pause so you can return stronger.





STEP 5 OF 6

T – Track?

Notice what's working so you can keep doing it.

Tracking builds awareness. It helps you see patterns, celebrate progress, and make intentional adjustments instead of guessing.

“What gets noticed gets repeated.
What gets tracked gets transformed.”

— Unknown



WHY IT MATTERS



You can't improve what you don't notice. Tracking helps you reinforce good habits, strengthen what works, and create momentum. Studies show that self-monitoring increases self-awareness, motivation, and goal attainment.

HOW TO TRACK



Pick 1–3 Key Things.

Focus on what matters most to you and your goals.



Track Daily or Weekly.

Use simple tools you'll actually use.



Review and Reflect.

Look for patterns, progress, and what's working. Adjust with intention.



Awareness creates choice.
Tracking turns insight into action.
Small adjustments lead to big results.



THE RESEARCH

Research shows that tracking and self-monitoring lead to meaningful improvements:

- **Self-monitoring increases self-awareness and motivates behavior change.** (Anderson, 2020)
- **Tracking habits improves consistency and supports long-term goal achievement.** (Gollwitzer & Sheeran, 2006; Lally et al., 2010)
- **Reflection on progress enhances learning, resilience, and performance.** (Kluger & DeNisi, 1996; Boyatzis & McKee, 2013)
- **Data-driven self-awareness helps leaders make better decisions and adapt more effectively.** (Day et al., 2014; Hambrick & Mason, 1984)

HOW TO PRACTICE T – TRACK



Start Simple.

Choose a small number of things to track. Simplicity leads to sustainability.



Use What Works for You.

Try a journal, app, habit tracker, or calendar. Find what fits your style.



Look for Patterns.

What's helping? What's getting in the way? Patterns reveal what to adjust.



Celebrate Progress.

Notice wins—big and small. Recognition fuels motivation and momentum.



Tracking isn't about perfection—it's about awareness.
Awareness leads to intentional choices. Intentional choices create results.



I – Integrate

Make it part of who you are
and how you lead.

Integration is where habits become your leadership identity. When your values and behaviors align, you lead with authenticity, consistency, and impact.

“Excellence is not a singular act, but a habit. You are what you repeatedly do.”
— Aristotle



WHY IT MATTERS



Lasting change happens when new habits are woven into your identity and daily leadership. Integrated leaders are more authentic, adaptable, and effective—building trust, inspiring others, and sustaining results.

HOW TO INTEGRATE



Align with Your Values.
Ensure your habits and decisions reflect what matters most to you.



Make It a Routine.
Use cues, reminders, and repetition to embed habits into your daily rhythm.



Model and Multiply.
Live it, share it, and coach others. Your integration inspires their growth.



Integrated leadership creates consistency and credibility. When your habits match your values, trust is built, people flourish, and your impact lasts.



THE RESEARCH

A strong body of research shows that habit integration and alignment drive long-term leadership success:

- Values alignment is linked to greater authenticity, engagement, and well-being. (Dutton et al., 2014; Kristof-Brown et al., 2005)
- Habits formed through repetition in stable contexts become automatic and sustainable. (Lally et al., 2010; Verplanken & Wood, 2006)
- Self-regulation and habit strength predict goal attainment and performance over time. (Duckworth et al., 2016; Galla & Duckworth, 2015)
- Leaders who model desired behaviors create stronger cultures and improve team outcomes. (Kouzes & Posner, 2017; Bono & Judge, 2004)

HOW TO PRACTICE I – INTEGRATE



Clarify Your Identity.
Define the kind of leader you want to be and let that guide your daily choices.



Anchor Your Habits.
Attach new habits to existing routines to make them easier to remember and repeat.



Check In and Adjust.
Regularly reflect on what's working and refine as needed. Stay flexible and committed.



Invest in Growth.
Keep learning, seek feedback, and surround yourself with people who challenge and support you.



Integration is the bridge between insight and impact. When your habits match your values, your leadership leaves a legacy.





THE SIX IN ACTION

How STEDTI *Shows Up in Your Day*

Small shifts. Big impact. Every day.

You don't need hours. You need intention.
Here's how the six steps can fit into real moments at work.

“It's not about finding more time. It's about using the moments you have more intentionally.”

S



SETTLE

Pause and reset your nervous system.

Example:
Before a meeting, take 3 deep breaths.

T



TUNE IN

Check in with your thoughts, emotions, and body.

Example:
Notice how you're feeling before you react.

E



ENGAGE

Show up for others with empathy and trust.

Example:
Listen fully. Ask curious questions.

D



DECOMPRESS

Release stress and restore your energy.

Example:
Step outside. Stretch. Give yourself a reset.

T



TRACK

Notice what's working and what needs adjusting.

Example:
Reflect at the end of the day. What stood out?

I



INTEGRATE

Make it a habit, not a one-off.

Example:
Choose one step to focus on this week.



You don't need a perfect day.
You just need a practice.
STEDTI helps you lead with more joy—one moment at a time.





The STEDTI Method™
JOY AT WORK

MAKE IT STICK

Bringing STEDTI Into Your Workplace

A culture of joy isn't built in a day—it's built together.

Leaders set the tone. Teams bring it to life.
Here's how to embed STEDTI where you work.

“ Culture is shaped by what we practice, what we prioritize, and how we treat each other.

”



LEAD BY EXAMPLE

Use STEDTI in your own day.
Your team will follow your lead.



NORMALIZE THE PRACTICE

Make STEDTI part of everyday conversations, meetings, and team rituals.



CREATE SAFE SPACES

Encourage openness, empathy, and support. That's where people thrive.



RECOGNIZE PROGRESS

Celebrate the small wins. Growth happens one moment at a time.



INTEGRATE EVERYWHERE

Bring STEDTI into performance reviews, onboarding, wellness programs, and more.



KEEP IT ALIVE

Revisit it. Refresh it. Keep evolving your practice as your team grows.



When we practice STEDTI together, we create more than better workplaces—we create workplaces where joy is the norm.



STEDTI helps you create a workplace where people and performance thrive.



YOUR JOURNEY CONTINUES

Keep the Cycle Alive

Joy is a practice. Leadership is a choice.

The STEDTI Method isn't a checklist.
It's a way of being and leading.
Return to any step, anytime.
Each moment is a new opportunity
to lead with joy.



“

You don't have to
be perfect.
You just have to
be present.

”



Stronger
relationships



Better
performance



More well-being
and resilience



A culture where
joy thrives



You have the tools.
Now lead the change.
For you. For your team. For your workplace.





FACILITATOR GUIDE

A practical guide to leading The STEDTI Method™

Thank you for bringing The STEDTI Method™ into your organization. This guide is designed to help you lead engaging, impactful sessions that inspire real change and create lasting joy at work.



IMPORTANT NOTE

The STEDTI Method is intended to be delivered in conjunction with a qualified third-party Mindfulness-Based Stress Reduction (MBSR) facilitator or equivalent evidence-based mindfulness instructor.

While STEDTI provides the leadership framework, behavioural application, workplace integration, and organizational discussions, the mindfulness practices themselves should be facilitated by an appropriately trained MBSR professional.

This approach ensures participants receive:

- ✓ Evidence-based mindfulness instruction
- ✓ Psychological safety during experiential exercises
- ✓ Fidelity to established mindfulness practices
- ✓ Practical translation of mindfulness into leadership behaviour through the STEDTI Method

HOW STEDTI AND MBSR WORK TOGETHER

MBSR FACILITATOR	STEDTI FACILITATOR
 Teaches mindfulness practices	 Connects practices to leadership
 Guides meditation and body scans	 Facilitates discussion and reflection
 Explains the neuroscience of mindfulness	 Applies concepts to workplace challenges
 Supports participant practice	 Helps participants build habits using STEDTI
 Maintains fidelity to MBSR	 Embeds learning into leadership and culture





BEFORE THE SESSION

Preparing for Success

Great sessions don't just happen.
They're built with care and intention.

Use this checklist to get ready to lead a powerful STEDTI session.



1. KNOW YOUR AUDIENCE

- Understand their roles, challenges, and goals.
- Consider group dynamics and needs.

Tip:

Tailor examples and discussions to make it relevant.



2. SET THE STAGE

- Choose a quiet, comfortable space.
- Arrange seating to encourage connection.
- Test tech and prepare materials.

Tip:

A calm space helps people feel safe and engaged.



3. PLAN YOUR FLOW

- Review the six steps and session timing.
- Identify key activities and discussion points.
- Prepare any stories, examples, or visuals.

Tip:

Be flexible. Let the conversation guide where needed.



4. PREPARE YOURSELF

- Center yourself before the session.
- Set an intention for how you want to show up.
- Bring curiosity, patience, and an open mind.

Tip:

Your energy is contagious. Lead from a full place.



5. COMMUNICATE AHEAD

- Share the purpose and agenda.
- Invite openness and active participation.
- Let them know what to expect.

Tip:

Clear communication builds trust and readiness.



Preparation creates confidence.
And confidence creates connection.
When you prepare well, participants experience more Joy.



PROGRAM STRUCTURE

A condensed mindfulness intervention for busy professionals.

STEDTI is a practical, evidence-based approach that helps people lead with presence, purpose, and compassion—creating more Joy at Work.



Weekly sessions should be facilitated by an MBSR or mindfulness-trained professional.

1 session per week – 30 minutes each

YOUR 4-WEEK JOURNEY

Build the inner steadiness that drives outer impact.



AT-HOME PRACTICE

Use the STEDTI app for tools and resources to support your growth between sessions.

- ✓ Guided meditations and mindfulness practices
- ✓ Reflection prompts and journaling
- ✓ Micro-learning and habit-building tools
- ✓ Reminders and progress tracking
- ✓ Additional resources and inspiration

DOWNLOAD TODAY AND RESET IN REAL TIME.



Download the STEDTI app here!



STEDTI helps you create workplaces where people and performance thrive.



DURING THE SESSION

Creating a Safe and Engaging Experience

A safe space allows people to open up.
Engagement turns insight into action.

Use these practices to guide meaningful, inclusive, and impactful sessions.



SET THE TONE

- Welcome everyone warmly.
- Reaffirm the purpose and agenda.
- Establish group agreements.



LISTEN DEEPLY

- Give full attention.
- Acknowledge with empathy.
- Reflect without judgment.



ENCOURAGE PARTICIPATION

- Invite, don't require.
- Create space for all voices.
- Be mindful of airtime.



HOLD THE SPACE

- Stay present and grounded.
- Manage time with flexibility.
- Allow silence and pauses.



HANDLE SENSITIVITY

- Approach with care.
- Redirect if needed.
- Prioritize psychological safety.



CONNECT TO ACTION

- Link insights to real work.
- Encourage small next steps.
- Reinforce accountability.



Your presence is the container.
Your intention is the invitation.
Your leadership makes it real.





FACILITATOR CHECKLIST

You Don't Have to Remember Everything.

Use this checklist to stay grounded, focused, and fully present.

Keep this list handy before, during, and after every session.



BEFORE THE SESSION

- ☐ Clarify the purpose and objectives.
- ☐ Know your audience and context.
- ☐ Review the STEDTI flow and key activities.
- ☐ Prepare materials, tech, and space.
- ☐ Set intentions for yourself and the group.
- ☐ Coordinate with the MBSR facilitator (if applicable).
- ☐ Arrive early and center yourself.



DURING THE SESSION

- ☐ Welcome and set the tone.
- ☐ Reinforce agreements.
- ☐ Guide participants through the flow.
- ☐ Listen deeply and invite participation.
- ☐ Manage time and transitions with care.
- ☐ Adapt as needed.
- ☐ Close with key takeaways and next steps.



AFTER THE SESSION

- ☐ Invite reflection and gather feedback.
- ☐ Review what went well and what to improve.
- ☐ Track progress toward session goals.
- ☐ Follow up on commitments and action items.
- ☐ Continue integrating STEDTI into team conversations.



You don't need to be perfect.
You just need to be present.
The STEDTI Method will guide the rest.



FACILITATION ESSENTIALS

Adapting for Your Audience

One size doesn't fit all. Adapt STEDTI to meet your people where they are.

Consider your audience's context, experience, and needs, then choose the right approach to make your session meaningful and relevant.



NEW TO MINDFULNESS

Focus on:

- Simple explanations
- Short practices
- Everyday applications
- Building comfort and confidence

Tips:

- Keep it practical
- Normalize the experience
- Celebrate small wins



EXPERIENCED PRACTITIONERS

Focus on:

- Deeper reflection
- Advanced discussions
- Leadership integration
- Habit and culture change

Tips:

- Go deeper, not longer
- Invite them to share
- Explore real challenges



ORGANIZATIONS

Focus on:

- Team dynamics
- Culture and values
- Communication
- Performance and wellbeing

Tips:

- Align with organizational goals
- Use group insights
- Measure impact



TIPS FOR ALL AUDIENCES

- Start with their reality.
- Use language that resonates.
- Connect practices to purpose.
- Leave space for what matters most to them.



When you adapt with care, engagement grows.
When engagement grows, transformation happens.
Joy multiplies.



AFTER THE SESSION

Sustaining the Impact

Insight fades without integration.

Help participants carry STEDTI into everyday life.

Use these strategies to reinforce learning, build habits, and drive lasting change.



1. REFLECT AND REINFORCE

- Ask: What's one insight you're taking away?
- Invite reflection at the end of each session.

Tip:

Reflection turns learning into integration.



2. APPLY SMALL, OFTEN

- Encourage one small action at a time.
- Help participants anchor habits to routines.

Tip:

Small consistent actions create big change.



3. KEEP THE CONVERSATION GOING

- Share wins and challenges.
- Foster peer support and accountability.

Tip:

Connection sustains motivation.



4. MEASURE AND CELEBRATE

- Track progress and recognize growth.
- Celebrate effort, not just outcomes.

Tip:

Recognition builds momentum.



5. INTEGRATE INTO CULTURE

- Embed STEDTI in meetings and rituals.
- Align with values and leadership behaviors.

Tip:

Culture change happens through consistency.



6. CONTINUE YOUR GROWTH

- Encourage ongoing MBSR practice.
- Provide resources and advanced opportunities.

Tip:

Growth is a lifelong leadership practice.



CONTINUING YOUR ROLE

Your Leadership Creates Lasting Change.

Facilitation doesn't end when the session does.
Your ongoing leadership makes the difference.

Use these strategies to sustain momentum and amplify impact.



1. MODEL STEDTI IN ACTION

Lead by example in how you communicate, make decisions, and show up.

Tip:

People follow what you embody.



2. REINFORCE AND CELEBRATE

Recognize progress, share wins, and celebrate growth.

Tip:

Acknowledgement fuels momentum.



3. KEEP THE CONVERSATION ALIVE

Create ongoing opportunities for dialogue, reflection, and learning.

Tip:

Consistent conversations sustain transformation.



4. SUPPORT HABIT FORMATION

Encourage small, consistent actions that build new habits.

Tip:

Small steps, repeated, create big change.



5. BUILD A CULTURE OF MINDFUL LEADERSHIP

Integrate STEDTI into team norms, systems, and ways of working.

Tip:

Culture change happens together.



6. STAY CURIOUS AND KEEP GROWING

Continue your own learning and seek feedback to keep evolving.

Tip:

Curiosity keeps leadership fresh.



FACILITATION TOOLS

Practical Tools. Stronger Sessions.

Use these tools to engage participants, deepen learning, and drive results.

Incorporate a variety of tools to keep sessions dynamic and impactful.



DISCUSSION PROMPTS

Spark meaningful conversations and deepen understanding.

- Open-ended questions
- Reflection prompts
- Group discussions



EXPERIENTIAL EXERCISES

Bring concepts to life through practice.

- Mindfulness practices
- Self-awareness activities
- Group exercises



REFLECTION ACTIVITIES

Help participants integrate insights and apply learning.

- Journaling
- Paired reflections
- End-of-session takeaways



VISUAL AIDS

Reinforce key concepts and keep content memorable.

- Slides and infographics
- Models and frameworks
- Handouts and worksheets



APPLICATION TOOLS

Support real-world application and habit building.

- Action planning templates
- Habit trackers
- Commitment cards



GROUP ACTIVITIES

Build connection, trust, and shared ownership.

- Small group work
- Role plays
- Peer feedback



The right tool at the right time creates the right impact.
Use tools with intention and adapt to your group.





MEASURING SUCCESS

Track Progress. Celebrate Impact.

Measuring impact helps us grow,
refine, and sustain what matters.



Use a mix of data and stories to understand and communicate the impact of STEDTI.

QUANTITATIVE MEASURES

Track the numbers.



ENGAGEMENT

Monitor participation, attendance, and completion rates.



WELLBEING

Use pre- and post-surveys to track stress, wellbeing, and resilience.



PERFORMANCE

Assess impact on productivity, focus, and decision-making.



RETENTION

Track retention, absenteeism, and burnout indicators.



PROGRAM GROWTH

Measure repeat participation and program expansion.

QUALITATIVE MEASURES

Capture the experience.



PARTICIPANT FEEDBACK

Collect feedback through surveys, focus groups, and open-ended responses.



STORIES OF CHANGE

Gather real stories that highlight personal and team transformation.



LEADERSHIP OBSERVATIONS

Note shifts in behavior, communication, and team dynamics.



CULTURE SHIFTS

Look for signs of greater trust, collaboration, and psychological safety.



LESSONS LEARNED

Reflect on what worked, what didn't, and what to improve.



What gets measured gets managed.

What gets celebrated gets repeated.

Share progress. Recognize impact. Keep the momentum alive.





FOR THE FACILITATOR

You Can't Pour from an Empty Cup.

Your wellbeing sustains your impact.
Take care of yourself so you can lead others.

Facilitation is meaningful and rewarding—and also demanding. Use these practices to stay grounded, energized, and connected to your purpose.



1. PRACTICE WHAT YOU TEACH

Commit to your own mindfulness practice. It deepens your presence and credibility.

- Meditate regularly
- Stay curious and open
- Keep learning



2. MANAGE YOUR ENERGY

Pace yourself and protect your energy. You can't do it all.

- Set boundaries
- Take breaks
- Say no when needed



3. SEEK SUPPORT

You don't have to do this alone. Connection fuels resilience.

- Connect with fellow facilitators
- Share experiences
- Ask for support



4. REFLECT REGULARLY

Reflection helps you grow and stay aligned with your purpose.

- What went well?
- What could improve?
- What did I learn?



5. NURTURE YOUR WELLBEING

Your wellbeing is foundational. Make it a non-negotiable.

- Move your body
- Eat well and rest
- Spend time in nature



6. REMEMBER YOUR WHY

Reconnect with your purpose and the impact you create.

- Reflect on your "why"
- Celebrate small wins
- Focus on the difference you make



When you take care of yourself,
you bring your best to others.
Your wellbeing is not a luxury—it's a leadership responsibility.





INTEGRATING STEDTI

From Insight to Impact. Make It Stick.

Integration turns learning into lasting change.
Small steps. Consistent practice. Big results.



Use these strategies to embed STEDTI into daily work and team culture.



1. MAKE IT ROUTINE

- Start meetings with a mindful pause.
- Use STEDTI as a check-in or reflection.
- Build it into existing workflows.

Tip:
Consistency builds neural pathways.



2. LEAD BY EXAMPLE

- Model STEDTI in your behaviors.
- Share your own learning and challenges.
- Authenticity inspires others to engage.

Tip:
People follow what you embody.



3. KEEP THE CONVERSATION GOING

- Create space for ongoing dialogue.
- Ask: "What are you noticing?"
- Celebrate progress and lessons.

Tip:
Connection deepens commitment.



4. CONNECT TO PURPOSE

- Link STEDTI to your team's values and mission.
- Revisit why this work matters.
- Purpose sustains momentum.

Tip:
Purpose is your anchor in challenging times.



5. MEASURE AND ADAPT

- Use feedback and data to refine your approach.
- Adjust based on what works.
- Stay curious and keep evolving.

Tip:
Adaptation drives continuous improvement.



6. BUILD A CULTURE OF MINDFUL LEADERSHIP

- Integrate STEDTI into policies, systems, and rituals.
- Recognize and reinforce mindful behaviors.
- Make it part of how you lead—every day.

Tip:
Culture change happens one decision at a time.



Integration is where transformation lives.
Make STEDTI part of how you and your team lead, communicate, and create joy at work.





APPENDICES

Resources to Support Your Journey

Continue learning. Keep practicing. Stay inspired.

Use these resources to deepen your knowledge, strengthen your practice, and support your team.



RECOMMENDED READING

- Mindfulness in Plain English – Bhante Henepola Gunaratana
- Search Inside Yourself – Chade-Meng Tan
- The Mindful Leader – Michael Carroll
- Daring Greatly – Brené Brown
- Atomic Habits – James Clear

Expand your understanding and stay inspired.



PODCASTS & LISTENING

- 10% Happier with Dan Harris
- The Mindful Leader Podcast
- On Being with Krista Tippett
- The Science of Happiness

Learn on the go and bring fresh perspectives to your practice.



ONLINE COURSES & PROGRAMS

- Mindfulness-Based Stress Reduction (MBSR) – find a local program
- Search Inside Yourself Leadership Institute
- Coursera / LinkedIn Learning – Mindfulness & Leadership Courses
- The Center for Mindful Self-Compassion (MSC)

Deepen your skills and support your growth.



COMMUNITIES & NETWORKS

- Mindful Leader Global Community
- Local mindfulness groups and meditation centers
- Professional associations and networks

Connect with others and grow together.



TOOLS & TEMPLATES

- STEDTI Session Plan Template
- STEDTI Reflection Journal Prompts
- Mindful Meeting Agenda Template
- Habit Tracker & Progress Tracker

Use practical tools to stay organized and consistent.



Your learning journey never ends.
Keep exploring, keep practicing, and keep leading with presence.
The impact you create ripples far beyond today.





APPENDICES (CONTINUED)

Evidence, Alignment, and Collaboration

STEDTI is rooted in evidence.
Stronger together.

STEDTI complements evidence-based mindfulness and leadership frameworks to create meaningful, sustainable impact in organizations.



EVIDENCE-BASED FOUNDATION

- Mindfulness-Based Stress Reduction (MBSR)
- Positive Psychology
- Neuroscience of Mindfulness
- Emotional Intelligence
- Behaviour Change Science
- Leadership Development Research

Why it matters:

We build on what works, so you can lead with confidence.



ALIGNMENT WITH ORGANIZATIONAL GOALS

- Wellbeing and Resilience
- Employee Engagement
- Psychological Safety
- Communication and Trust
- Performance and Productivity
- Culture and Retention

Why it matters:

STEDTI helps turn wellbeing into performance and values into everyday actions.



COLLABORATE FOR GREATER IMPACT

- Partner with qualified MBSR facilitators
- Engage HR, L&D, and Wellbeing teams
- Involve leaders at all levels
- Co-create learning experiences
- Share success stories and lessons

Why it matters:

Collaboration strengthens learning, integration, and long-term change.



IMPORTANT FACILITATOR REMINDER

The STEDTI Method is intended to be used in conjunction with a qualified third-party Mindfulness-Based Stress Reduction (MBSR) facilitator or equivalent mindfulness instructor. You are delivering the leadership integration, discussion, and application components—the mindfulness practices are facilitated by the MBSR professional.





APPENDICES (CONTINUED)

Creating Safe, Inclusive, and Respectful Spaces

Psychological safety is essential for meaningful learning and transformation.



As facilitators, we model the culture we wish to create.
Use these principles to hold space with care and respect.



1. RESPECT EVERY VOICE

- Every participant's experience is valid.
- Listen without interrupting.
- Avoid judgment.

Facilitator Tip:

Create space for all voices—not just the loudest.



2. CONFIDENTIALITY

- What is shared in the room stays in the room.
- Honour trust and privacy.
- Model discretion.

Facilitator Tip:

Reinforce confidentiality at the start of every session.



3. CHOICE AND AUTONOMY

- Invite, never force, participation.
- Encourage choice in how people engage.
- Respect personal limits.

Facilitator Tip:

Offer options and honour individual needs.



4. CULTURAL AWARENESS

- Be aware of diverse backgrounds and experiences.
- Avoid assumptions.
- Embrace inclusivity.

Facilitator Tip:

Seek to understand before seeking to be understood.



5. NON-JUDGMENTAL PRESENCE

- Stay curious and open.
- Notice your own biases.
- Lead with empathy.

Facilitator Tip:

Your presence sets the tone for the entire group.



6. EMBODY WHAT YOU FACILITATE

- Practice what you teach.
- Regulate your own nervous system.
- Lead with authenticity.

Facilitator Tip:

You are the model. Be the change you invite.



When people feel safe, they open.
When they open, they learn.
When they learn, they transform.
When they transform, organizations thrive.



APPENDICES (CONTINUED)

Adapting STEDTI to Your Context

One framework. Many settings.
Endless possibilities.

STEDTI is flexible and adaptable across roles, teams, and organizational contexts.



ADAPT BY CONTEXT



LEADERSHIP ROLES

Focus on decision-making, communication, culture, and leading with presence.



HEALTHCARE SETTINGS

Support clinician wellbeing, patient care, team resilience, and burnout prevention.



TEAMS AND DEPARTMENTS

Strengthen collaboration, trust, communication, and collective wellbeing.



EDUCATION AND ACADEMIA

Enhance educator wellbeing, student engagement, and learning environments.



COMMUNITY AND NONPROFITS

Build capacity, compassion, and impact in mission-driven organizations.

ADAPT BY FORMAT



Workshops (half-day, full-day)

Deep dive into STEDTI with experiential learning and practice.



Series (multi-week programs)

Reinforce learning and build habits over time.



Integrated with MBSR

Run alongside Mindfulness-Based Stress Reduction programs.



Retreats and offsites

Create space for reflection, renewal, and team connection.



Microlearning and refreshers

Short, focused sessions to sustain momentum and engagement.



QUESTIONS TO CONSIDER

- What are the unique needs of your participants?
- What outcomes matter most in your context?
- How can STEDTI support your goals and values?
- What will help your team put learning into action?

Adapt with intention.
Implement with heart.
Lead with presence.



Context may change. People may change. Challenges may change.
But presence, purpose, and compassion never go out of style.
STEDTI helps you lead through it all.



APPENDICES (CONTINUED)

Creating Safe, Inclusive, and Respectful Spaces

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APPENDICES (CONTINUED)

Bringing It All Together

STEDTI in action. Joy in motion.
Impact that lasts.

When we integrate STEDTI into how we lead, facilitate, and show up—we create workplaces where people and performance thrive.



THE STEDTI IMPACT CYCLE



STAY PRESENT

Be grounded and intentional.



ENGAGE DEEPLY

Connect and listen with care.



DRIVE ACTION

Facilitate and lead with purpose.



TRANSFORM TOGETHER

Create change that lasts.



INSPIRE JOY

Celebrate impact and keep growing.



YOUR STEDTI COMMITMENT

As a facilitator and leader, I commit to:

- ☒ Practicing mindfulness and caring for my wellbeing.
- ☒ Leading with integrity, empathy, and inclusion.
- ☒ Facilitating learning that creates real impact.
- ☒ Building workplaces where joy and performance thrive.

Small steps.
Every day.
Big change.
Together.



CONTINUE YOUR GROWTH

Curiosity keeps leadership fresh. Explore, question, and expand.

- Read, listen, and learn.
- Attend workshops and retreats.
- Practice and reflect.



INVEST IN OTHERS

Your leadership multiplies when you lift others up.

- Mentor and coach.
- Share your knowledge
- Celebrate others' success



CREATE LASTING IMPACT

Sustainable change starts with mindful action.

- Embed STEDTI in your culture
- Measure what matters
- Keep improving



STAY CONNECTED

You're not alone on this journey. We're better together.

- Join communities and networks.
- Collaborate and co-create
- Stay inspired



A FINAL REMINDER

You don't need to be perfect.
You need to be present.
You don't need to do it all.
You need to lead with heart.

You are enough.
You are making a difference.
Thank you for being a catalyst for Joy at Work.



THANK YOU

Thank you for choosing to lead with presence, purpose, and compassion. Together, we create workplaces where people and performance thrive.

This is Joy at Work. This is The STEDTI Method.™





APPENDICES (CONTINUED)

Keep Learning. Keep Leading. Keep Creating Joy.

Your journey continues.
The world needs your leadership.



CONTINUE YOUR GROWTH

Curiosity keeps leadership fresh.
Explore, question, and expand.

- Read, listen, and learn
- Attend workshops and retreats
- Practice and reflect



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THANK YOU

Thank you for choosing to lead with presence, purpose, and compassion.
Together, we create workplaces where people and performance thrive.

This is Joy at Work. This is The STEDTI Method.™



You've Completed The STEDTI Method.™

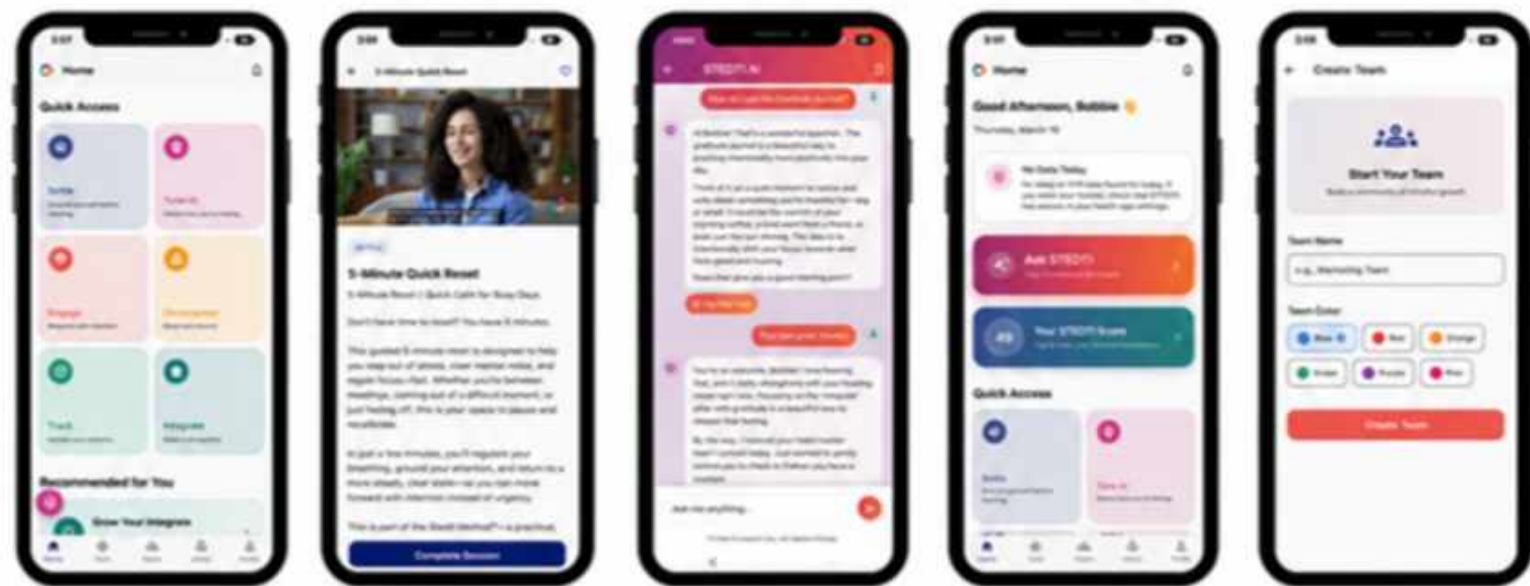
The journey doesn't end here—
it evolves with you.

You now have the tools, mindset, and
practices to lead with presence, purpose,
and compassion—creating workplaces
where people and performance thrive.

Keep growing. Keep leading. Keep creating joy.
The world needs your leadership.



TAKE THE NEXT STEP WITH THE STEDTI APP
Your daily companion for mindful leadership and continuous growth.



DOWNLOAD THE STEDTI APP



Access tools anytime
to support your
mindset and wellbeing.



Build teams and
communities that
grow together.



Track progress and
celebrate wins
along the way.

Scan the QR code to download and keep the joy of leadership going—every day.

THANK YOU FOR BEING A CATALYST FOR JOY AT WORK.
Lead with intention. Inspire with heart. Create a better tomorrow.