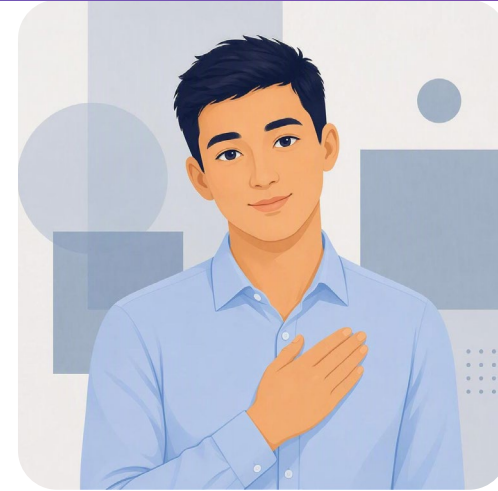


THE TOOL

Steady the Room

When you steady yourself, you steady the room.

A 60-second reset in three beats — reactive to grounded, for you and the people who feel your presence.



1

Anchor

Hand to your heart (or feet into the floor)

Signals safety to your body — a small release of oxytocin.

2

Exhale

One long breath out

Your brake pedal — it switches on the parasympathetic system and eases you out of reactivity.

3

Return

Come home to your humanity

Silently: “I’m human first. That’s enough.”

Before you walk in

Run **Steady the Room** before the moments that ask the most of you.

Conversations

Difficult conversations, coaching, and feedback.

Pressure points

Huddles and patient escalations.

When it's personal

Family conversations — or walking in after hard news.

Ask: “What version of me is about to walk into this room?”

THE FACILITATOR GUIDE

Run Steady the Room live

New to leading this? Walk the group through the 60-second reset top to bottom — the team sees only the earlier slides.

RUN THE SCRIPT · ≈ 5 MIN

FRAME · 30 SEC — Set the scene. Name a moment that asks a lot of you — a hard conversation, a huddle, walking in after hard news. We'll steady ourselves in three beats.

1 · ANCHOR · 20 SEC. Hand to your heart, or feet into the floor. Let it signal safety to your body. Model it — do the beat with them.

2 · EXHALE · 20 SEC. One long breath out together — the brake pedal that eases everyone out of reactivity. Slow the pace; let the silence sit.

3 · RETURN · 20 SEC. Come home to your humanity. Silently: "I'm human first. That's enough." Then step into the room.

WRAP · 1 MIN — Commit. Invite each person to name one moment this week where they'll run the reset before they walk in. Sharing is welcome but optional.

BEFORE YOU START

- No prep or materials needed — it works in any meeting, standup, or huddle.
- Keep your tone calm and steady; you steady the room by steadying yourself.
- The reset itself is 60 seconds; allow about 5 minutes with framing and the wrap.

FIRST-TIME FACILITATOR TIPS

- Do every beat with the group — your calm gives them permission to slow down.
- Silence is the exercise, not an awkward gap — let the exhale breathe.
- If it feels vulnerable, share your own "walk in" moment first.

COMMON PITFALLS

Rushing the exhale, skipping it when the moment feels too busy, or rushing to fill the silence.

MAKE IT FIT YOUR TEAM

Adapt it to your team

Same 60-second reset — small tweaks help Anchor, Exhale, and Return land for different teams and work settings.

BY TEAM TYPE

Clinical teams

- Run it between cases or before a hard conversation — feet into the floor works when hands are busy. Keep it brief out of respect for the floor.
- Frame Return as resetting for the next patient, not carrying the last one in with you.

Non-clinical teams

- Cue it before high-stakes meetings, escalations, or tough feedback — anchor and exhale before you open your mouth.
- Normalize it as a reset between back-to-back calls, not a break from the work.

BY WORK SETTING

On-site teams

- Use the room — a shared pause and one slow breath out loud make the reset feel collective.
- Model the beats visibly — hand to heart, one exhale — so people feel permission to join.

Remote or hybrid teams

- Cameras optional — guide the reset by voice and give people an extra beat before you speak again.
- Suggest it before the camera turns on — a private anchor and exhale between back-to-back calls.