



Are You a Step-Down Transformer?

A Step-Down Transformer is a leader who exerts a calming influence, not only in acute situations, but also in the midst of routine, daily pressures and stressors. To assess the extent to which you currently operate as a Step-Down Transformer for your team, rate yourself on the following scale: 0=Rarely True, 1=Sometimes True, 2=Often True. Use your results to pinpoint areas of strengths and areas you can improve with intentional practice.

___ When I walk into a room where tensions and emotions are running high, my presence tends to have a calming effect on others and promotes greater thoughtfulness.

___ If there is confusion on my team about roles, responsibilities or priorities, I step in quickly to provide clarity and direction.

___ I notice when people are making untested assumptions, passing judgments or gossiping, and re-focus them on the facts.

___ When others are wanting a quick fix, I tend to become curious and ask questions rather than simply reacting.

___ When the mood on my team becomes “deadly serious” I use playfulness and/or humor to lighten things up and to diffuse tensions.

___ I don’t take myself too seriously.

___ I notice when I am feeling and/or telegraphing anxiety and take steps to lower it so that I don’t “infect” others.

___ I notice when members of my team are becoming reactive and rather than pass judgment, I get curious about what might be going on in the system (or in them) and take steps deliberate steps to lower anxiety.

___ I take responsibility for my own reactive behaviors and engage in daily/weekly practices (e.g., exercise, meditation, centering, etc.) that help me to lower my anxiety and stay calm under pressure.