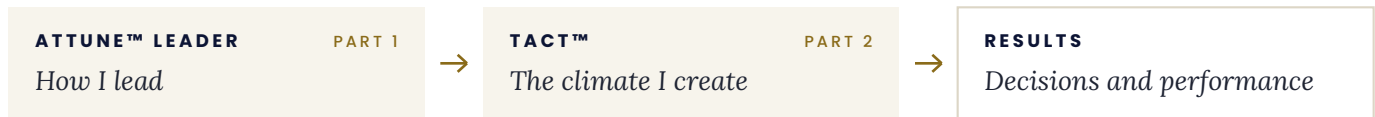


ATTUNE™ *Leader*

“You have the strategy. The part that keeps getting in the way is the human reality.”

CLAUDIA BECK, MCC



- A** Awareness

I know myself before I lead others.
Leaders who react from unexamined triggers lose authority faster than those who pause.

What am I carrying into this conversation that does not belong here?
- T** Tone

I communicate intentionally, with clarity and purpose.
The emotional tone you carry enters the room before you speak a word.

What is my tone communicating right now, and is it creating clarity or noise?
- T** Trust

I do what I say I will do, with the interests of those affected in mind.
Low trust slows execution. Decisions get revisited, concerns go underground, and alignment becomes harder to sustain.

Would the people I lead say I do what I say, with their interests in mind?
- U** Understanding

I seek to understand before I seek to be understood.
The presenting issue is often not the real issue. Go one layer deeper.

What is the real issue underneath what I am being told?
- N** Naming

I name what matters and hold myself accountable.
Unspoken dynamics do not disappear. They surface as disengagement, politics, or poor decisions.

What truth in this room am I avoiding naming, and what is that costing?
- E** Equilibrium

I stay grounded and humble under pressure.
The response to difficulty is always more visible, and more consequential, than the difficulty itself.

Am I leading from equilibrium right now, or from the pressure itself?

ATTUNE™ Leader *Diagnostic*

Where does your leadership hold, and where does it cost you?

Every leader has a dimension where they go on autopilot under pressure. This is how you find it. Answer for how you lead on a demanding week, not on a good day. Rate each statement on its own.

A structured self-reflection, not a validated psychometric test. Save a copy of this file before you start, so your answers stay with you.

S **Strength**

Consistent, and with ease.

D **Developing**

Present, not yet reliable under pressure.

G **Growth Edge**

Costing you trust, speed, or clarity.

		S	D	G
A	Awareness			
	I pause to examine my internal state before entering a high-stakes conversation.	☐	☐	☐
	I recognize when my reactions are driven by pressure, not by the actual situation.	☐	☐	☐
	I can identify what I am carrying into a room and consciously set it aside.	☐	☐	☐
WHAT WOULD YOUR TEAM SAY? EVIDENCE:				
T	Tone			
	I regulate my emotional presence before speaking in difficult conversations.	☐	☐	☐
	My tone creates conditions for alignment rather than defensiveness.	☐	☐	☐
	I am aware of the relationship cost of my communication patterns under stress.	☐	☐	☐
WHAT WOULD YOUR TEAM SAY? EVIDENCE:				
T	Trust			
	I do what I say I will do, including when it becomes inconvenient.	☐	☐	☐
	I am consistent: people can predict how I will show up, whatever the room.	☐	☐	☐
	When I make a decision, the people affected can see I had their interests in mind.	☐	☐	☐
WHAT WOULD YOUR TEAM SAY? EVIDENCE:				
U	Understanding			
	I look beneath presenting behaviors to identify what is actually driving them.	☐	☐	☐
	I ask questions that invite real reflection rather than defense or compliance.	☐	☐	☐
	The quality of my listening creates relationships where people tell me what is actually true.	☐	☐	☐
WHAT WOULD YOUR TEAM SAY? EVIDENCE:				
N	Naming			
	I name what is unspoken in the room, even when it is uncomfortable to do so.	☐	☐	☐
	I surface difficult dynamics directly, without blame, and stay curious when others become defensive.	☐	☐	☐
	When I get it wrong, I say so plainly and own the impact.	☐	☐	☐
WHAT WOULD YOUR TEAM SAY? EVIDENCE:				
E	Equilibrium			
	I maintain clarity and steadiness under pressure without suppressing what is real.	☐	☐	☐
	After rupture, I repair deliberately and do not confuse moving on with resolution.	☐	☐	☐
	Under pressure, I stay open to being wrong.	☐	☐	☐
WHAT WOULD YOUR TEAM SAY? EVIDENCE:				

TACT™ Climate Check

Your leadership becomes the conditions your team works in.

ATTUNE™ Leader describes how you lead. TACT™ describes the climate that leadership creates for the people around you, every day. Rate how present each condition is in the team you lead today.

PRESENT INCONSISTENT MISSING

T	Trust The confidence that we are safe, respected, and have each other's best interests.	☐	☐	☐
A	Accountability Commitments are explicit, owned, and followed through.	☐	☐	☐
C	Clarity People know what matters, who decides, and what is expected.	☐	☐	☐
T	Truth Reality is surfaced early, especially when uncomfortable.	☐	☐	☐

Would your team rate it the same way?

Name the condition where their rating would differ most from yours, and why.

HOW IT PLAYS OUT

A leader reads disagreement as a threat to their authority, so they interrupt or shut down challenge. The team learns to keep concerns to itself. Truth goes quiet, and decisions get made with less information. The leader's Equilibrium became the team's climate.

WHEN THE FOUR CONDITIONS ARE PRESENT, EXECUTION GETS STRONGER

Stronger relationships	Better decisions	Higher performance	Greater resilience	Sustainable impact
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Leadership scales when all four conditions reinforce each other.

Your Growth Edge

The pattern matters more than any single answer.

1 Under pressure, in the last 30 days

Tick every behavior that happened. Then mark the one that cost you the most.

		HAPPENED	COST MOST
AWARENESS	I walked into a meeting already carrying something, and it showed.	☐	☐
TONE	My frustration came out in my tone, and someone went quiet.	☐	☐
TRUST	I committed to something and let it slide without saying so.	☐	☐
UNDERSTANDING	I acted on my first read of a situation without asking what was behind it.	☐	☐
NAMING	I saw a problem in the room and decided not to raise it.	☐	☐
EQUILIBRIUM	When challenged in front of others, I became defensive, withdrew, or pushed harder to regain control.	☐	☐

2 Name your growth edge

Use Part 1 and the behavior you marked above. The edge is usually the dimension with the most G marks. No G marks? Use the most D marks. Tied? Choose the one costing you most right now.

Awareness	Tone	Trust	Understanding	Naming	Equilibrium
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What is it costing you right now?

3 Connect it to the climate

Which TACT™ condition does this growth edge put most at risk for your team?

☐ Trust	☐ Accountability	☐ Clarity	☐ Truth
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4 The strength you overuse

What strength do you overuse under pressure, and what does it cost the people around you?

5 Your 30-day experiment

In which situation

I will change this behavior

Others will notice because

Who I will ask at day 30

Talk it through

Bring this profile to a confidential conversation about the pattern, what it costs, and what changing it would make possible.

Leading a team? ATTUNE™ Team lives at attuneleadership.com

[Book an intro session](#)

or write to claudia.beck@bettertogethergroup.co