



# Leading The Calm

Systems Wisdom for Crisis Ministry

## The Balanced Leader Checklist: 5 Questions for Self-Differentiation

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This checklist helps a leader identify if they are leaning too far into **Togetherness** (losing themselves to the group) or too far into **Individuality** (becoming emotionally cutoff).

1. **The Pressure Check:** "Am I making this decision because it is the right principle, or am I trying to lower the anxiety of the people around me?"
  - *(High Togetherness Trap: Peace-at-any-price)*
2. **The Responsibility Boundary:** "Am I taking responsibility for someone else's functioning (their mood, their work, their reaction) while neglecting my own?"
  - *(The over-functioning/under-functioning dynamic)*
3. **The Presence Test:** "Can I stay emotionally connected to this person/group even when I fundamentally disagree with their position?"
  - *(The "Stay in the Room" principle)*
4. **The "I-Position" Audit:** "In my last difficult meeting, did I clearly state what I think and what I will do, or did I use 'we' and 'us' to hide my own conviction?"
5. **The Reactivity Buffer:** "Am I responding to the *content* of this conflict, or am I just reacting to the *anxiety* in the room?"