

Permission To Feel

Unlocking the Power of Emotion at Work

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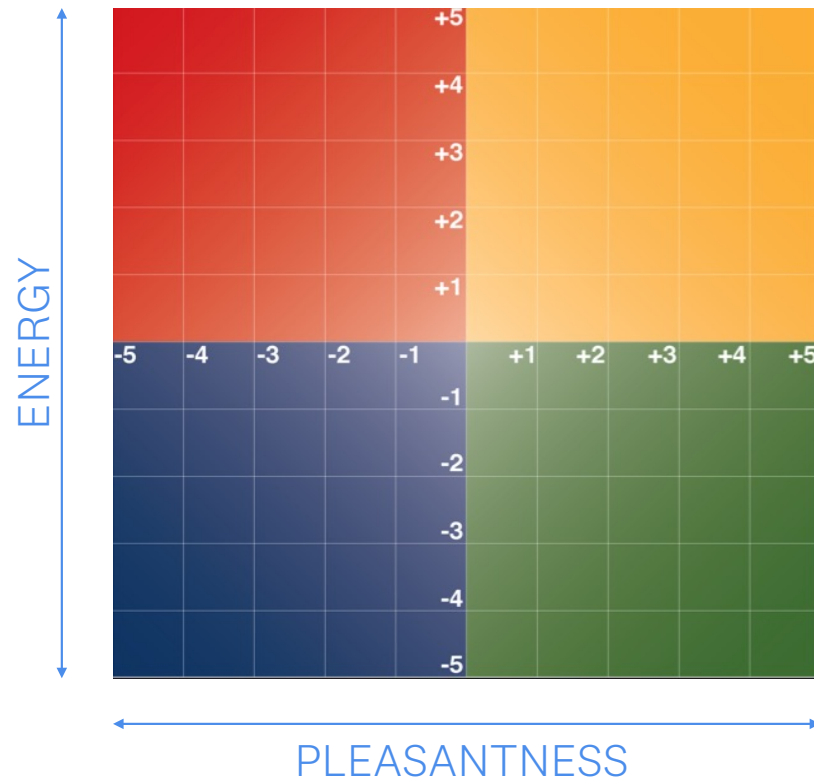


Our Vision

Use the power of emotions to create a healthier and more equitable, innovative and compassionate society.

To help individuals increase their performance at work and thrive in life through the power of emotional intelligence.

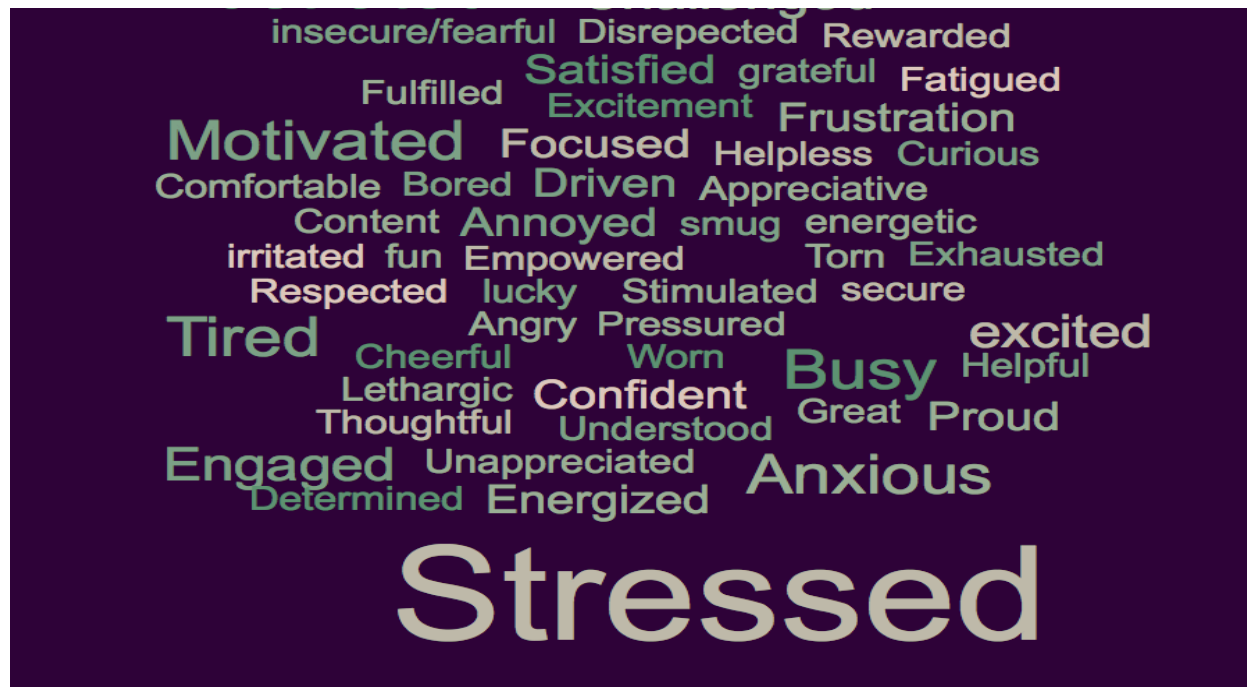
How are you feeling?



Emotion Rollercoaster



Feelings in the Workplace



Feelings Are Out of Balance



Workers are spending 70-80% of their days in the RED and BLUE

While the goal is not to be YELLOW and GREEN all of the time, **we need greater balance!**

How People Want to Feel



Emotions Power Performance



350,000 studies on emotion in the last 25 years have shown that emotions impact:

Attention, memory & learning

Relationship Quality

Decision-making ability

Physical & mental health

Creativity & overall performance

Are You an Emotion Scientist or Emotion Judge?

Emotion Scientist

Is open to exploring emotions

Has a growth mindset about developing skills

“I can always try new strategies!”



Emotion Judge

Criticizes own and emotions of others

Has a fixed mindset around emotion regulation

“This is me, get over it!”

The Key Skills



Recognize

How skilled am I at:

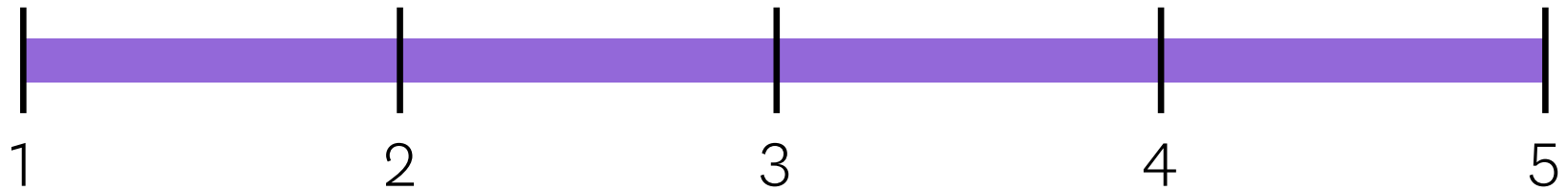
- Recognizing what I'm feeling as I experience it?
- Labeling my emotions and understanding their causes?
- Accurately interpreting the emotions of others?

Regulate

How skilled am I at:

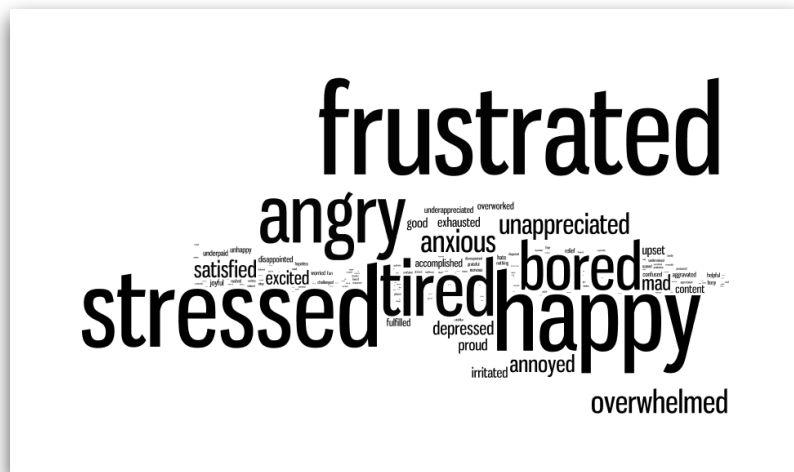
- Expressing my emotions in an authentic and appropriate way?
- Using helpful strategies for modulating my emotions or shifting from one emotion to another?
- Effectively co-regulating with others for better outcomes?

Your Turn: Evaluate Your Skillset

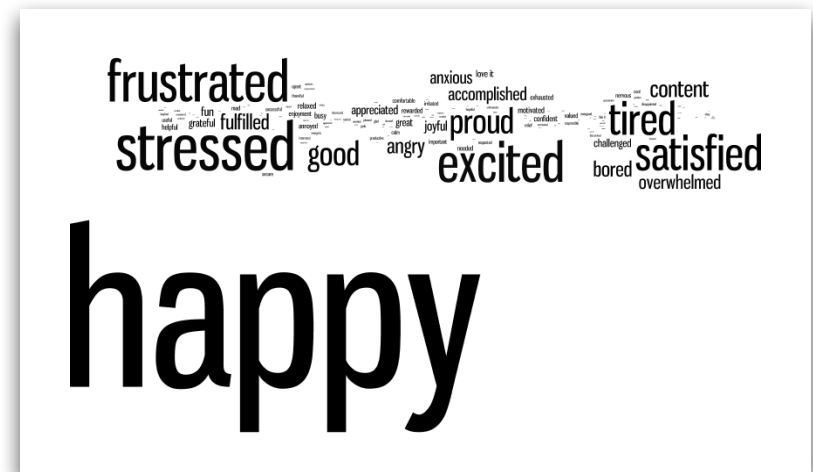


Emotional Intelligence & Leadership

Low EI



High EI



Emotionally Intelligent Leaders

Have greater sensitivity & empathy

Are rated as more effective

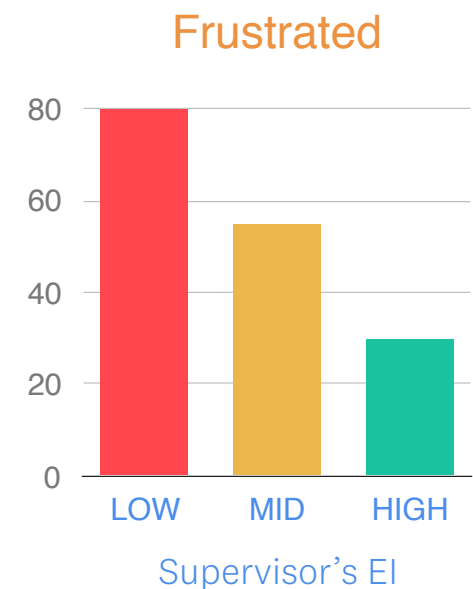
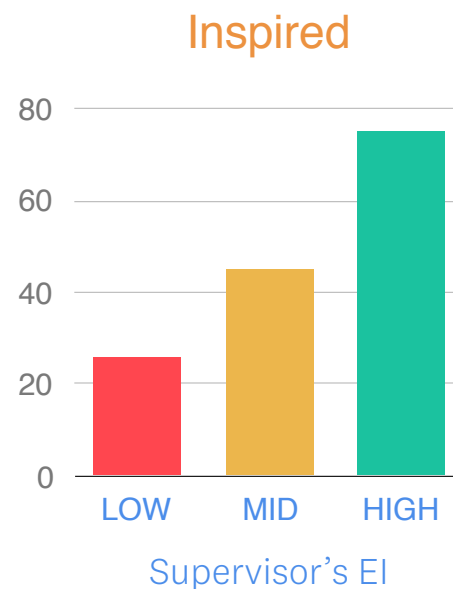
Receive higher performance ratings

Build more positive workplaces

Create greater customer/patient satisfaction

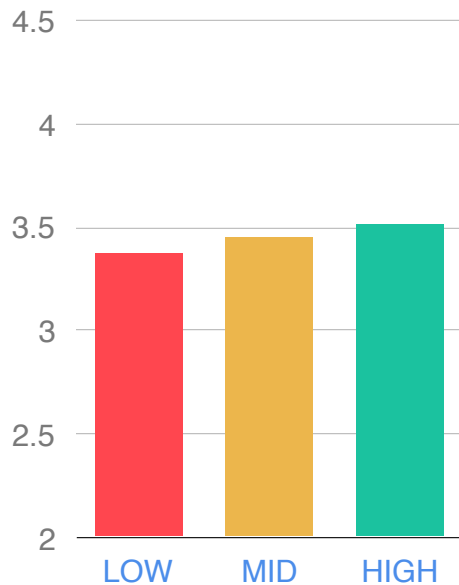
Are less stressed and burnt out

Have greater job satisfaction

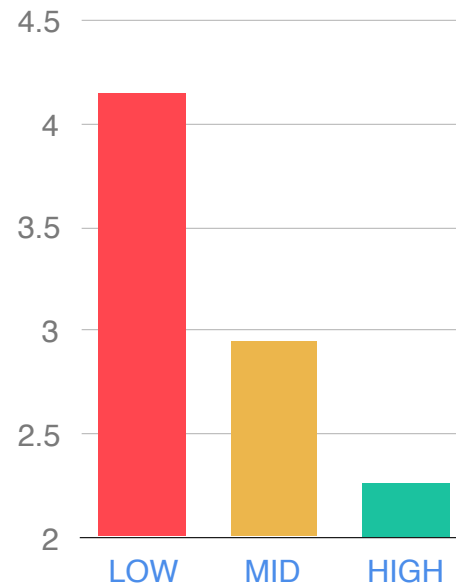


Emotional Intelligence Among Supervisors

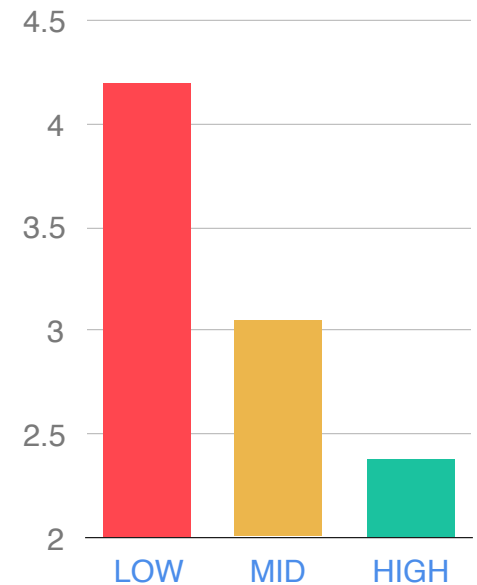
Workload



Fear of Speaking Up

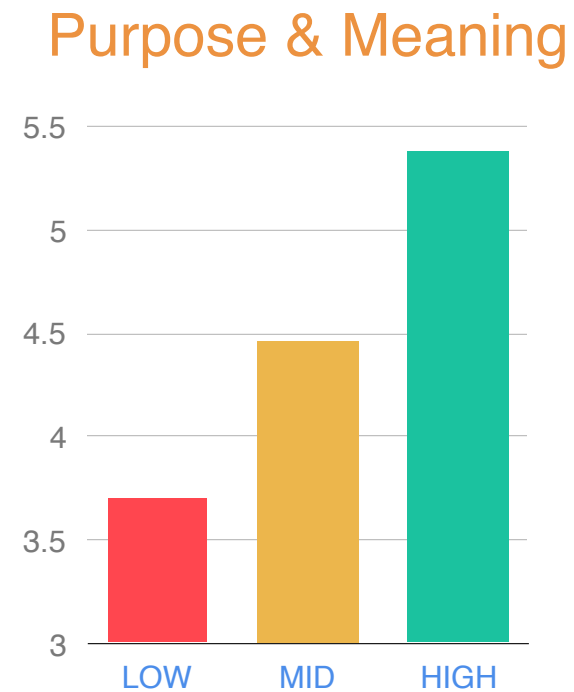
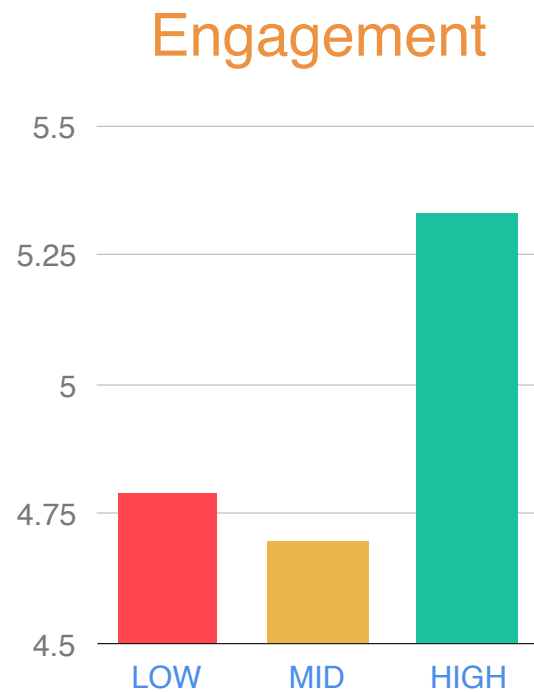


Burnout



Supervisor's EI

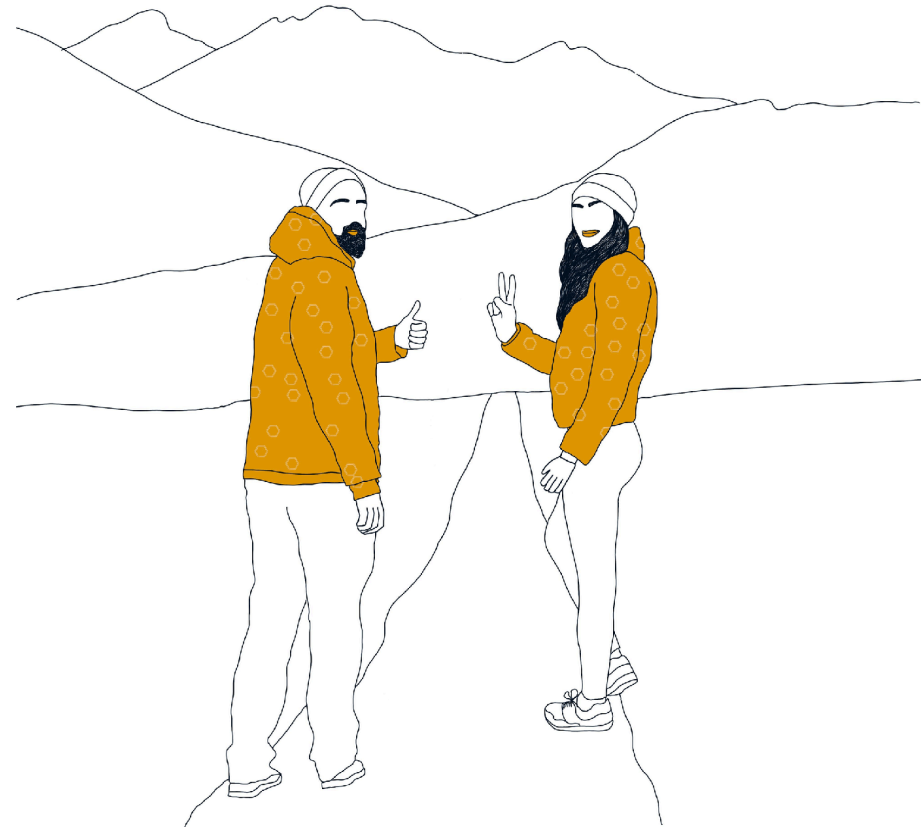
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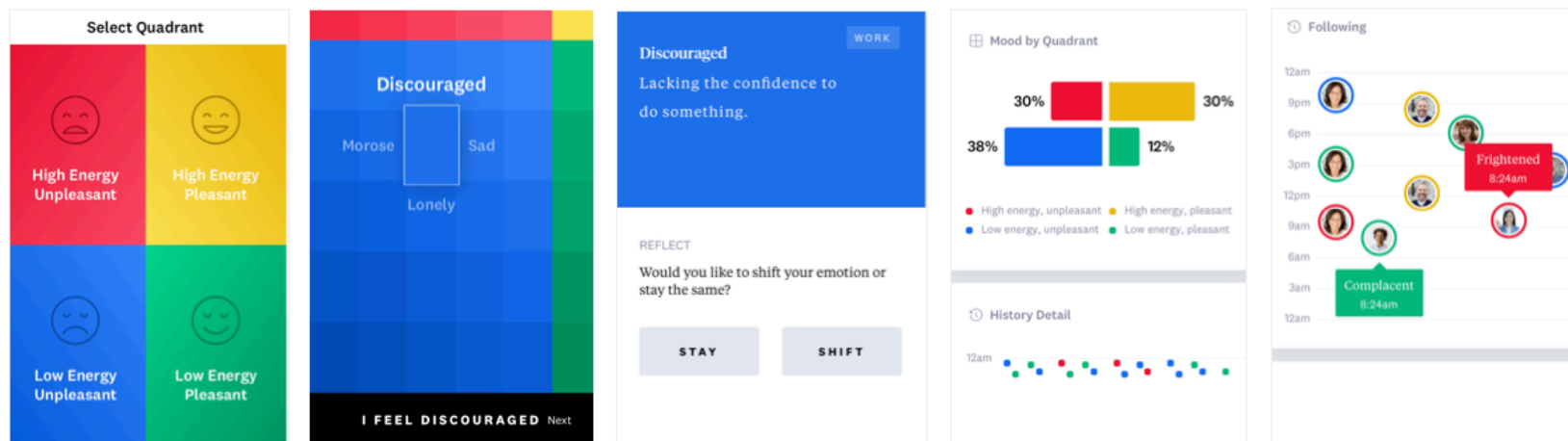
Supervisor's EI

What Can You Do?

- 1 Be an emotion scientist; explore with curiosity.
- 2 Support yourself with strategies; learn what works for you.
- 3 Don't expect perfection; it's a journey that takes time and practice.



Mood Meter App



www.moodmeterapp.com

Leverage Regulation Strategies



Identify unhelpful regulation strategies and reduce or eliminate them

Determine root causes to prevent unwanted emotions

Develop short-term & long-term strategies

Choose the best thought or action strategies for each situation

Pay attention to what brings you to the green/yellow quadrants - add to your toolkit

Deepen Your Skillset

Learn

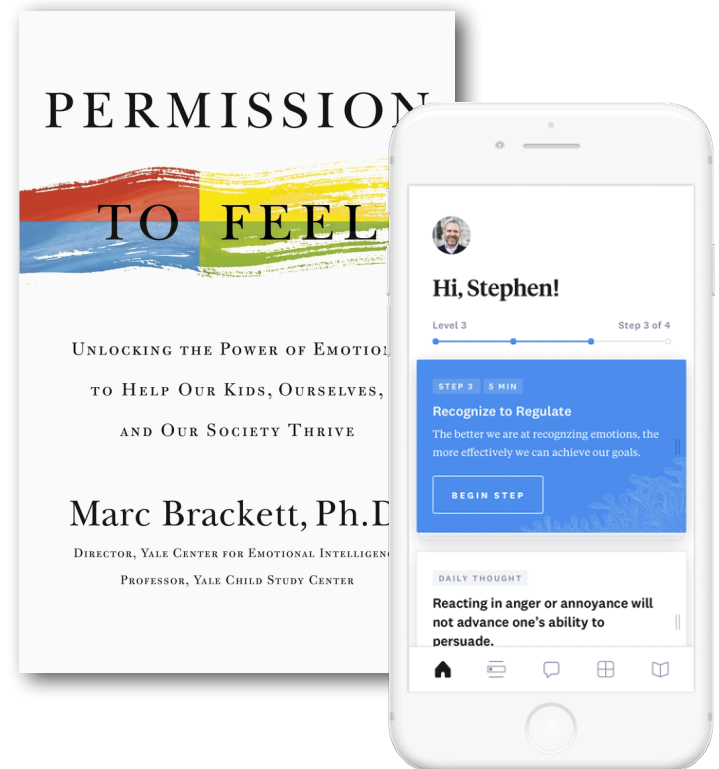
Read *Permission to Feel*, attend workshops

Practice

Use a digital EI training tool, work with a coach

Assess

Peer/coach feedback, create goals, track using digital tools



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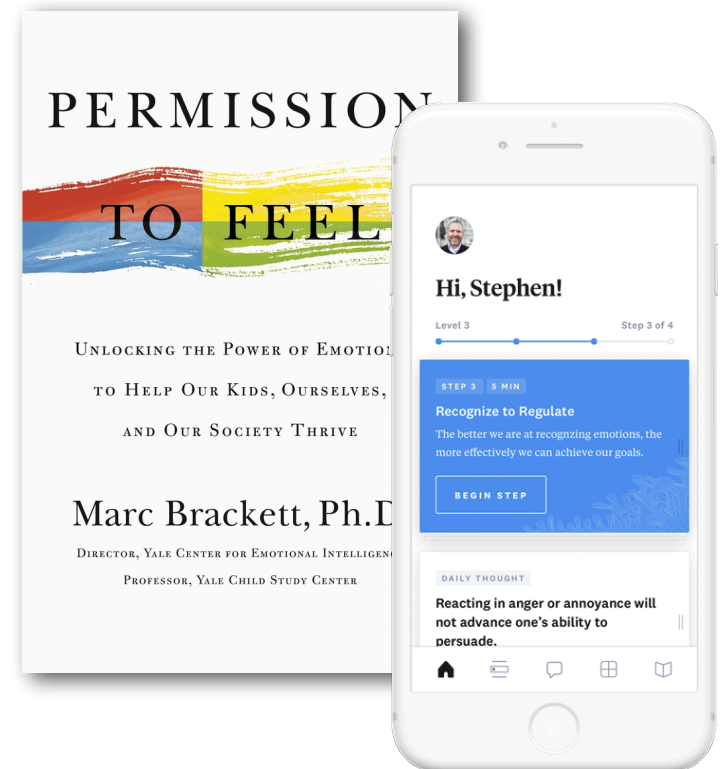


Questions?

ATD Offer Code: ATDWEB2019
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