PERMISSION TO FEEL
UNLOCKING THE POWER OF EMOTIONS
TO ACHIEVE OPTIMUM WELL-BEING AND SUCCESS

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#PermissionToFeel

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Welcome

"No one cares how much you know,
until they know how much you care."

THEODORE ROOSEVELT

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The WHY we're here

Why Emotional Intelligence?
Why *Permission To Feel*?

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The *Mental Health* Case

- Anxiety disorders are the most common mental illness in the U.S.

- Depression is the leading cause of disability worldwide

- Suicide rate in the U.S. increased 28 percent from 1999 to 2016

- Between 21% and 73% of middle and high school students report being bullied each year.

- Hate crime incidents reported to the ADL doubled each year between 2015 to 2017.

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The *Equity* Case

- *Poverty*: 70%+ students in NYC public schools live in poverty

- *Trauma*: 45% of children in the U.S. have experienced at least 1 Adverse Childhood Experience (ACE). 1 in 10 children have 3 or more

- *Bias/Expulsion*: 59% of black male students and 42% of Hispanic male students have been suspended or expelled in the past year compared to 26% of white male students

- *Educator stress/burnout*: About 50% of educators report high daily stress.

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The *Business* Case

- Results from the study *The Class of 2030 and Life-Ready Learning* – conducted in collaboration with Microsoft and McKinsey & Company's Education Practice

  - 30-40% of jobs require SEL skills

  - Only 42% of employers believe new graduates are adequately prepared for the workforce, especially with SEL skills
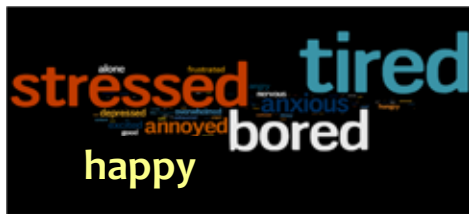
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The *Self-Awareness* Case
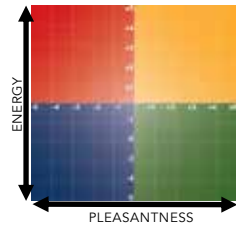
Work is an Emotional Rollercoaster

How High School Students Feel

How Educators Feel

How College Students Feel

How People in the Workplace Feel

How We Feel is *Out of Balance*

STRESSED
FRUSTRATED
ANXIOUS
OVERWHELMED

EXCITED
HAPPY
JOYFUL

BORED
TIRED
EXHAUSTED
LONELY
DEPRESSED

FULFILLED
CALM
SATISFIED

ENERGY

PLEASANTNESS

Our students, educators, and workforce 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!

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How People Hope to Feel

satisfied valued calm joyful
relaxed supported
happy respected
confident appreciated successful
inspired
peaceful excited fulfilled proud content
accomplished
energized

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Emotions Matter

ATTENTION, MEMORY, AND LEARNING

DECISION MAKING

RELATIONSHIP QUALITY

PHYSICAL AND MENTAL HEALTH

PERFORMANCE AND CREATIVITY

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The WHY we're here

Are you an Emotion Scientist or an Emotion Judge?

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Are you an Emotion Scientist or Judge?

Emotion Scientist
- Is curious about emotions
- Is in learner mode
- Is reflective and inquisitive about feelings
- Is open to exploring emotion regulation strategies
- Has a "growth mindset" around developing emotion skills

Emotion Judge
- Is critical
- Is generally in knower mode
- Generally "tells" people how they feel; Ignores feelings
- Generally is closed (emotionally)
- Has a "fixed mindset" around developing emotion skills

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The WHY we're here

What are the underlying skills of those people who use their emotions wisely?

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Emotional Intelligence

R ecognizing emotions in self and others

U nderstanding the causes and consequences of emotions

L abeling emotions accurately

E xpressing emotions

R egulating emotions effectively

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Unhelpful Emotion Regulation Strategies

"I remove my feelings before entering school"
"I put my feelings in a box"

- Negative self-talk
- Venting and complaining
- Avoidance
- Denial
- Suppression
- Ignoring the emotion or problem
- Wishful thinking
- Rumination and worry

- Blaming oneself or others
- Procrastination
- Psychological manipulation
- Yelling or screaming
- Physical aggression
- Poor habits (eating, sleep, exercise)
- Abusing substances

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The Big 7

- Mindful breathing
- Sleep
- Nutrition
- Exercise
- Building and maintaining positive relationships
- Positive self-talk, reappraisal, and problem-solving
- Doing things that you enjoy (hobbies/entertainment) and that are meaningful to you
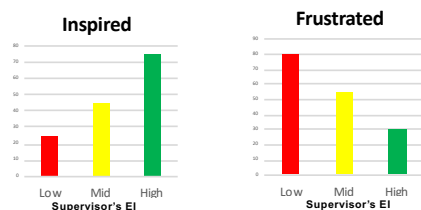
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Emotional Intelligence Among Supervisors
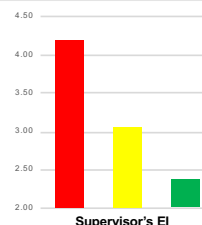
<u>Low EI</u>   <u>High EI</u>

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EI and Employee Emotions

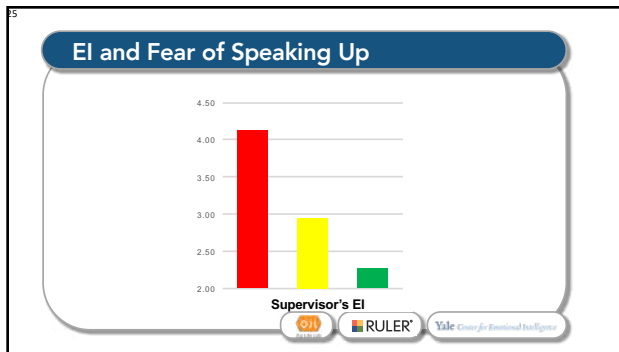**Inspired**   **Frustrated**

Low   Mid   High   Low   Mid   High
Supervisor's EI   **Supervisor's EI**

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EI and Burnout

Supervisor's EI

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EI and Fear of Speaking Up

EI and Engagement

EI and Purpose and Meaning

The Mood Meter App
www.moodmeterapp.com
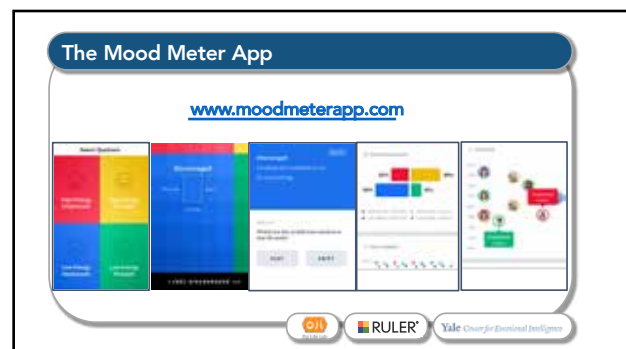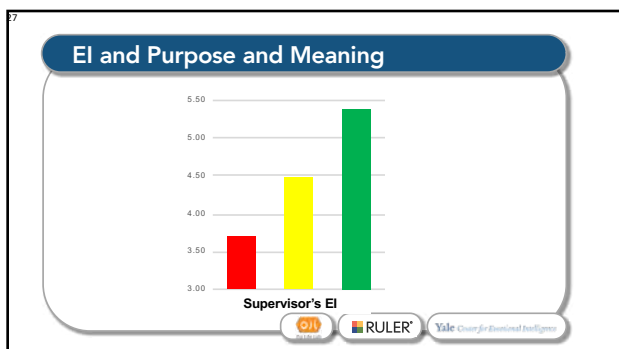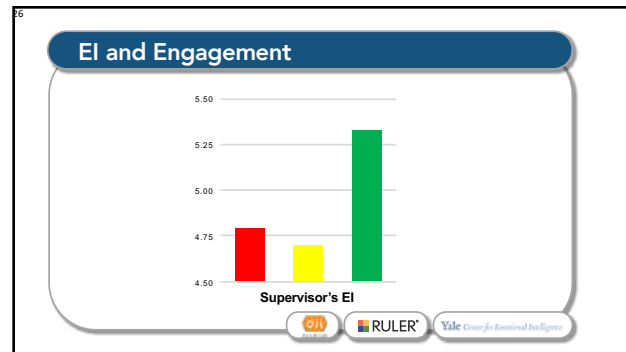
EI in the Workplace

Emotion Life Lab

www.ojilifelab.com

Critical emotional intelligence skills
for business and life performance

Let's put it all together!

- Give yourself and those around you the *Permission To Feel*
- Know that emotions are information
- Be an emotion scientist not an emotion judge
- Appreciate that emotional intelligence is a real set of skills
- Acknowledge that it's never too early or late to cultivate EI
- Check-in regularly; monitor your strategies; know that this is life's work!
- With your commitment we can build healthier, and more equitable, innovative, and compassionate workplaces