

Toolkit Title

Understand Your Emotions

Purpose of Toolkit

You might have heard of leaders needing emotional range and flexibility. What this means is being able to move from quadrants of emotions, as situations and seasons change

Toolkit Methodology and Application

See toolkit appended/ below

Case Study or Example

See toolkit appended/ below

Acknowledgements and Sources

See toolkit appended/ below

Toolkit Category

Organisation Development

Keywords

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UNDERSTAND YOUR EMOTIONS

#advanced #intrapersonal

You might have heard of leaders needing emotional range and flexibility. What this means is being able to move from quadrants of emotions, as situations and seasons change.

Be aware of your own (and others')
EMOTIONAL (HEART) instincts. There are gains
& losses with every emotion.

- i) Emotions are healthy. → Emotions are temporary reactions
MOODS are unhealthy. → Moods are permanent predispositions
- ii) Emotions are not "positive/negative".
They all take care of something.
- iii) Once in a while, it's OK to emotionally check out.
BUT checking out permanently as a MOOD is unhealthy.
YOU NEED RANGE.



EMOTIONAL EXIT STRATEGIES

Indifference
Apathy
Cynicism
Boredom/Lost
Confusion

EMOTIONAL SELF CARE

FORGIVE
TRUST
GRIEVE
EXIT once in a while

UNDERSTAND YOUR EMOTIONS

The quadrants of emotions are your emotional alarm system.

- **Fear, excitement, anxiety, dread are all future oriented emotions.** They exist to tell us to take care of a possible loss or possible gain.
- **Anger, ambition, frustration, determination, guilt are all present oriented emotions.** They exist to tell us to take care of the loss/gain of something that we believe we deserve.
- **Sadness, shame, lonely is past-oriented.** They tell us that we have lost something that was once a part of us.
- **Tenderness, happiness, peace are somewhat timeless.** They exist to tell us to pay attention: that these are the things you want and need.

The circle in the middle shows that Joy, Gratitude, Peace are emotions that we can learn to hold in spite of fear, anger, sadness.

We must become well-practiced in the 3 core actions of Trust, Forgiveness, and Grief so we can have greater emotional agility and avoid living too long in a certain mood. Every mood gives us something and takes away something. The permission for temporary emotional check-out is also a valid and necessary option for emotional agility and emotional self-care.