



EMOTIONAL BALANCE



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Emotional Balance



Main aim of the module

- Learning the importance of emotional balance in our relationships at work.
- Learning how emotional intelligence helps us
- Learning how to maintain emotions



Emotional Balance

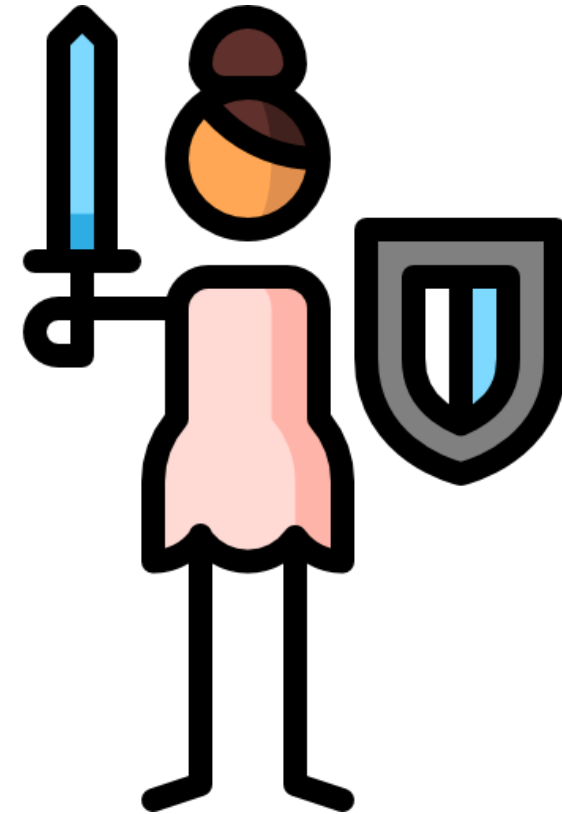
Emotional balance is the combination of emotional intelligence with a trained mind that is capable of recognizing and responding to emotions as they arise. It makes a big difference in the workplace in terms of how people interact and collaborate.





Emotional Balance

- ✓ Emotional Balance doesn't imply that you are never anxious, It means that instead of distracting yourself from your anxiety, you acknowledge it, validate it, and let it run its course.
- ✓ Emotional Balance doesn't imply that you are never scared. It means that when you are scared, you don't focus on it. Instead, you remind yourself that fear is necessary to be safe.





Emotional Intelligence

SNAIL Project

The SNAIL project aims to implement slow work in the workplace so that soft skills and emotional intelligence become part of the company. People with these qualities are emotionally developed, know how to manage their emotions and relate to others. These people tend to be more satisfied with themselves and more productive.

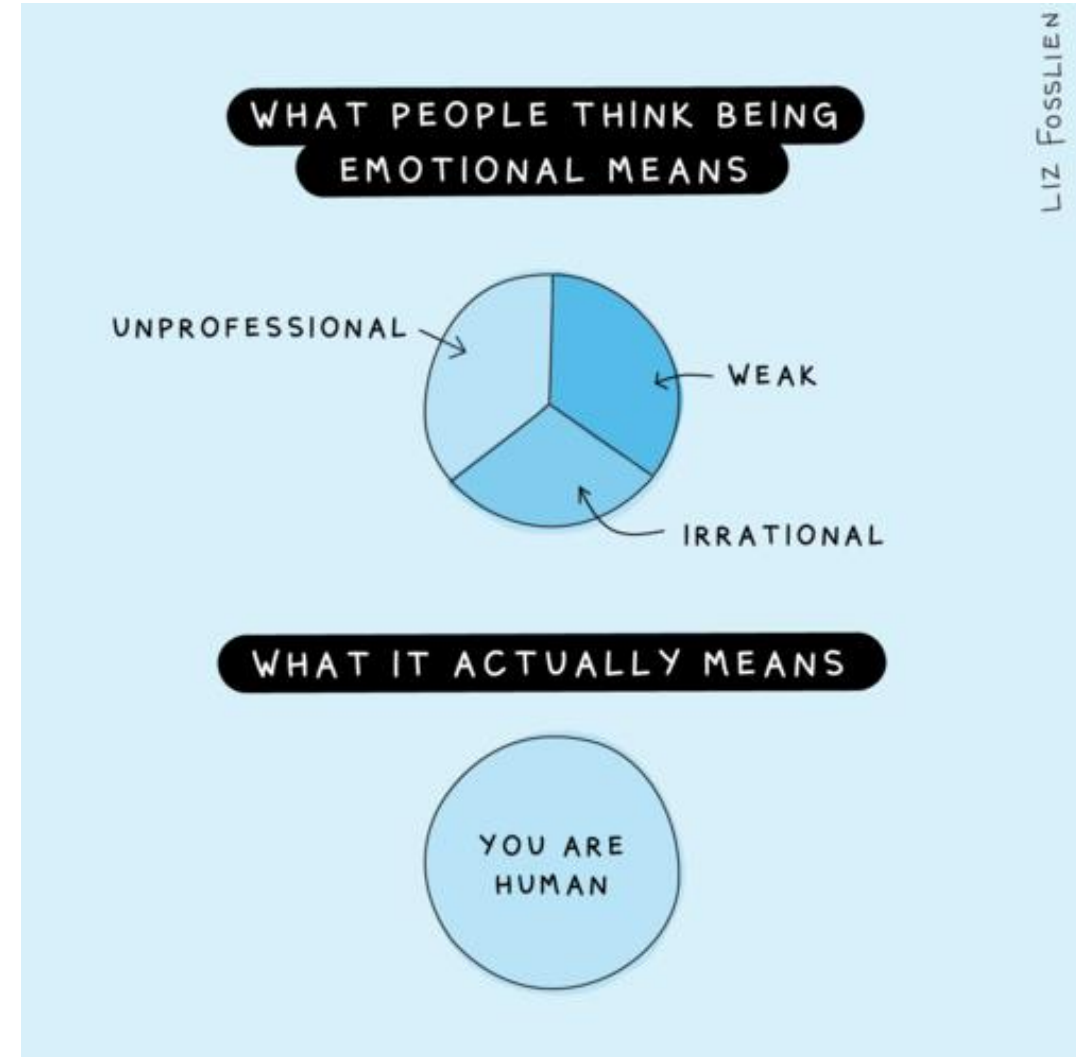




Emotional Intelligence

Having emotions is not a bad thing. Emotions are naturally useful and functional. What we need is to understand what they are and why we are feeling them.

Emotional intelligence is our ally, it can be learned and it can be used to solve problems.

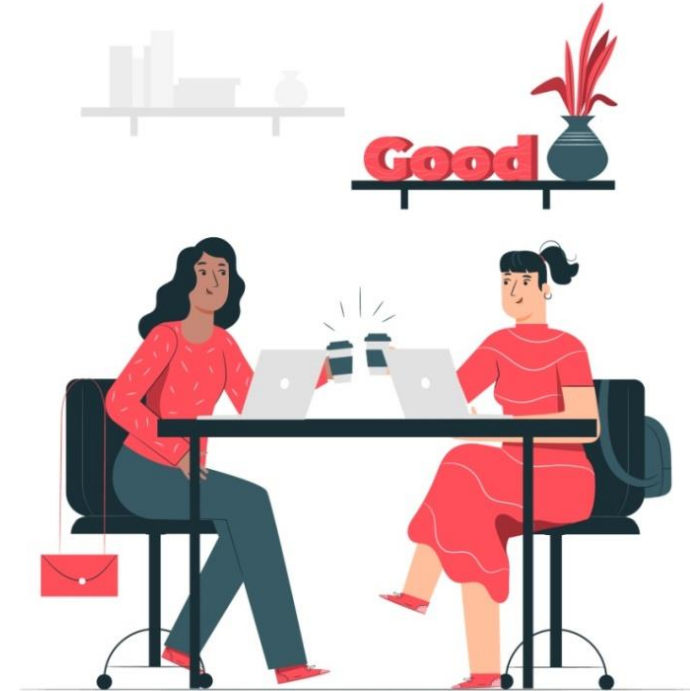




Relationships at work

Work relations influence employee satisfaction and company productivity. We must create a good bond with our co-workers which will ensure a comfortable working environment. For this, we must:

- ✓ Show interest in our colleagues,
- ✓ Be involved in projects,
- ✓ Participate in conversations,
- ✓ Maintain a cordial relationship,
- ✓ Show an assertive attitude towards others.





Relationships at work

Toxic relationships in the workplace

If we do not have a good relationship with our co-workers, toxic relationships can develop. The problem with these relationships is not the people but the bond between them that ends up generating a lack of focus in performance. They are non-operational relationships.





Relationships at work

Toxic relationships in the workplace

A toxic relationship takes away one of four things or stops you from earning them:



Time



Energy



Money



Emotions



Relationships at work

If the relationship is not working, both people are doing their part to make it not work. We have to think about whether the relationship is more important to us than being right.

If you focus on the **relationship over being right** you are on the right track. That means you are looking for cooperation, thinking about the common good, mutual benefit and solving conflicts in the medium and long term.

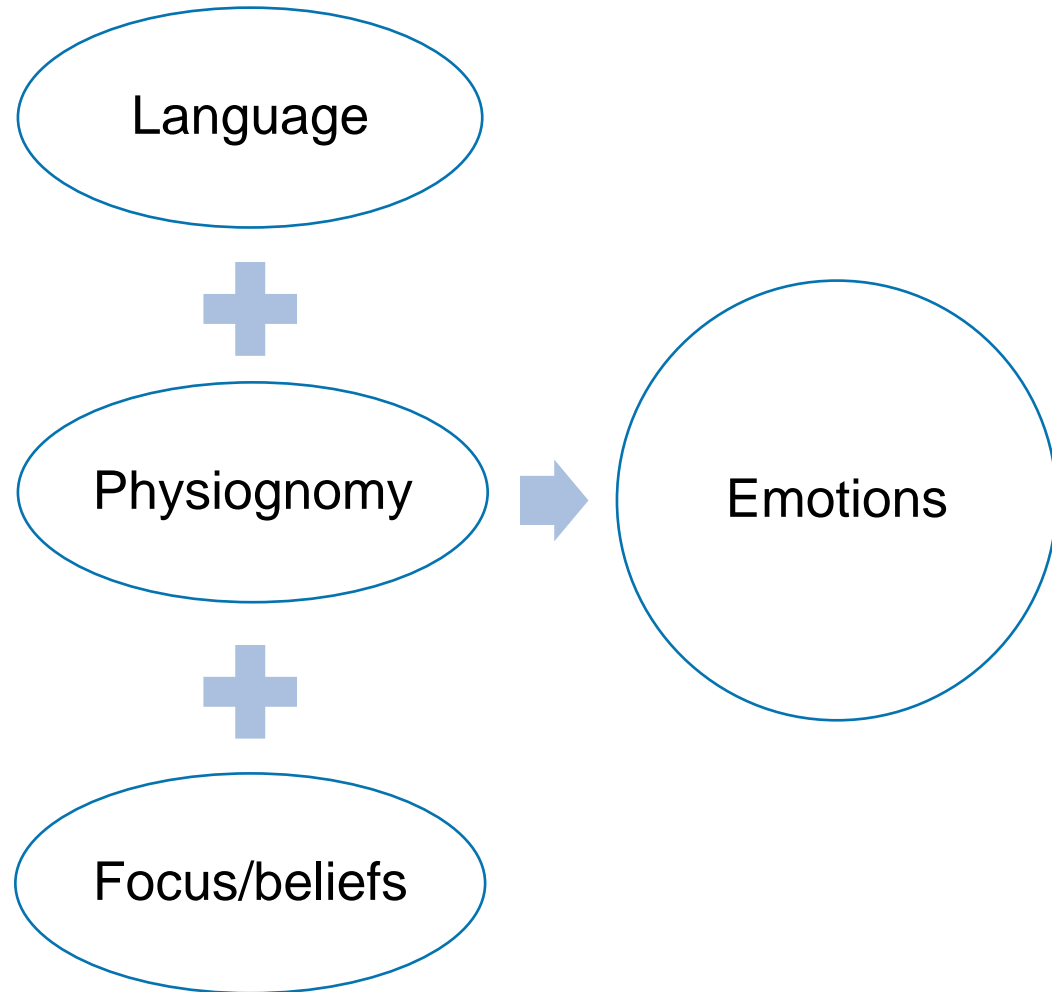




How can we maintain emotions?

A toxic relationship spreads non-operational emotions. The person who is more convinced of his or her emotions will impose them. In order not to be infected by external, non-operational emotions, we must maintain our emotions.

Emotions are maintained by language, physiognomy and focus or beliefs. Being aware of this is especially important for leaders as they pass on their emotions to employees.

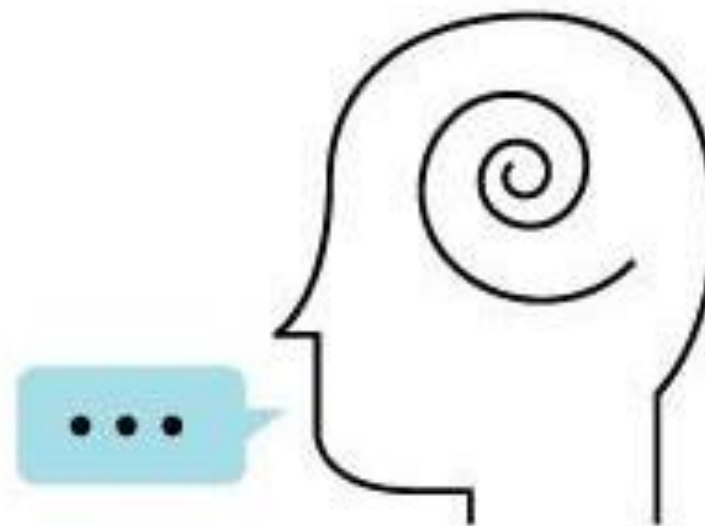




How can we maintain emotions?

Language

With our words we reflect the way we see the world. When we talk about other people, situations and events, we are actually talking about ourselves. Language shows the subjective view of the world around us and is therefore a reflection of our emotions.



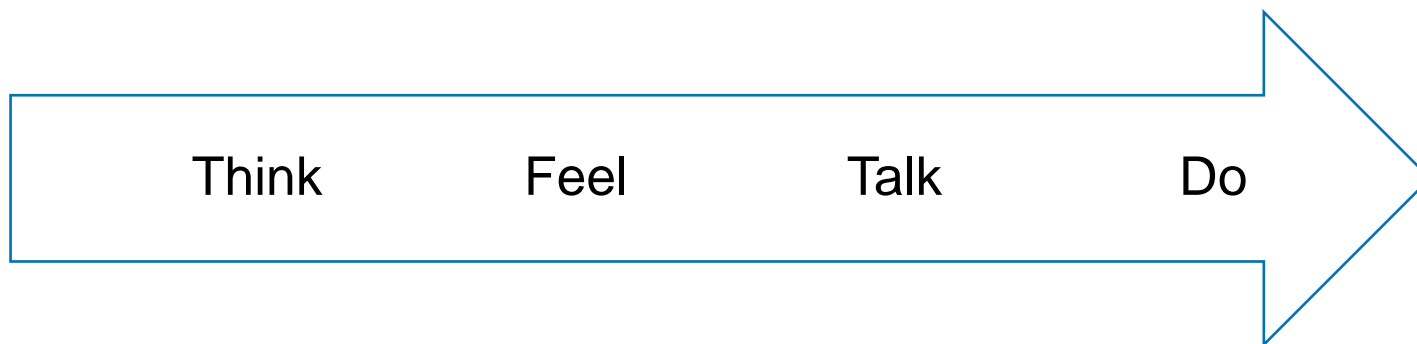


How can we maintain emotions?

Language

A certain emotion is associated with a certain type of language. If we think about emotional coherence (thinking, feeling, saying and doing things in the same direction), we understand that if we change our language we can condition the emotions we feel and change our emotional state.

If the emotion we feel is not operative, we can change it through the way we speak. To do this we must ask ourselves what we talk about and how we talk. If we talk about what we want to achieve, we will think about it, work on it and look for strategies to achieve it.





How can we maintain emotions?

Physiognomy

A person's outward appearance, especially their face, can reflect their character. Emotions are linked to physiological language. For example, if someone looks down at the ground and shuffles their feet, we can assume that they are sad. However, if someone holds their head high and walks upright we can assume that they are happy or excited.





How can we maintain emotions?

Focus/Beliefs

If we focus on the obstacles, we will miss what is really important. If we focus all our attention on the goal, we will devote effort to finding the options that will bring us closer to it without wasting time, energy and resources.





How can we maintain emotions?

“The soul becomes dyed with
the colour of its thoughts.”

Marcus Aurelius



Achieving emotional balance

To achieve emotional balance we should not fight our emotions but change them. We can build habits that help us to achieve emotional balance. This takes time, but in the long term it will generate results that will last over time.

- Let go of unhelpful thoughts
- Accept painful feelings
- Set healthy boundaries
- Prioritize self-care
- Learn about emotions
- Identify or label emotions
- Develop more empathy
- Grow compassion
- Change Your Viewpoint
- Reflect



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THANK YOU

Emotional Balance