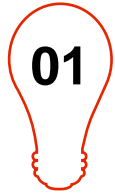
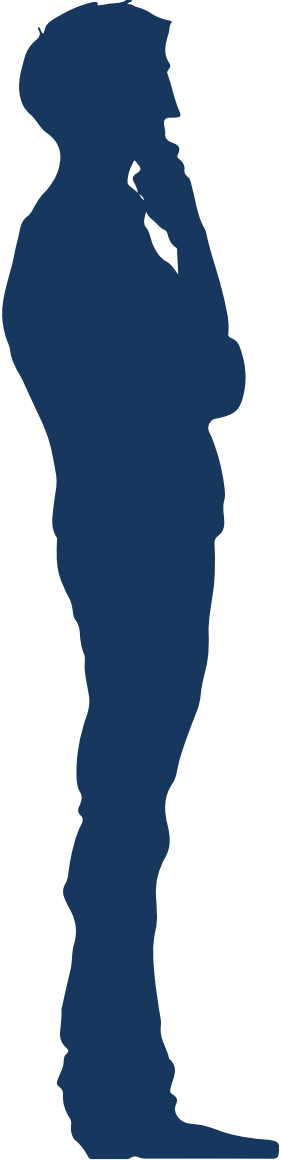




EMOTIONAL BALANCE



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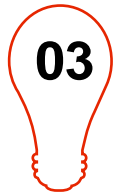


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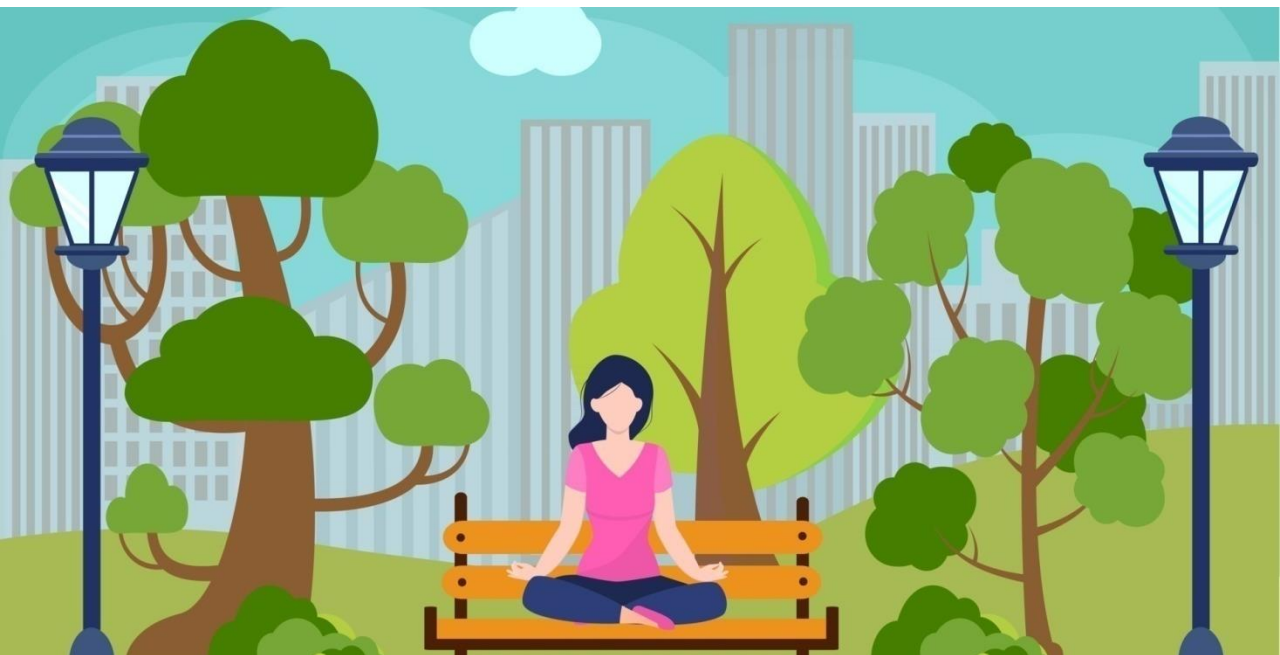
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Emotional Balance



Main aim of the module

- Learning why emotional balance is important to get results in the long term
- Learning what operational and non-operational emotions are
- Learning how to find emotional balance



SNAIL project



Slow Work

The SNAIL project aims to raise awareness among workers and companies about how slow work favours good management of emotions, which is very important for achieving professional success, both personally and for the organisation. Slow work is committed to giving greater importance to emotional intelligence and soft skills in the workplace in order to avoid time robbers and improve productivity and results.





Emotions and Emotional Balance

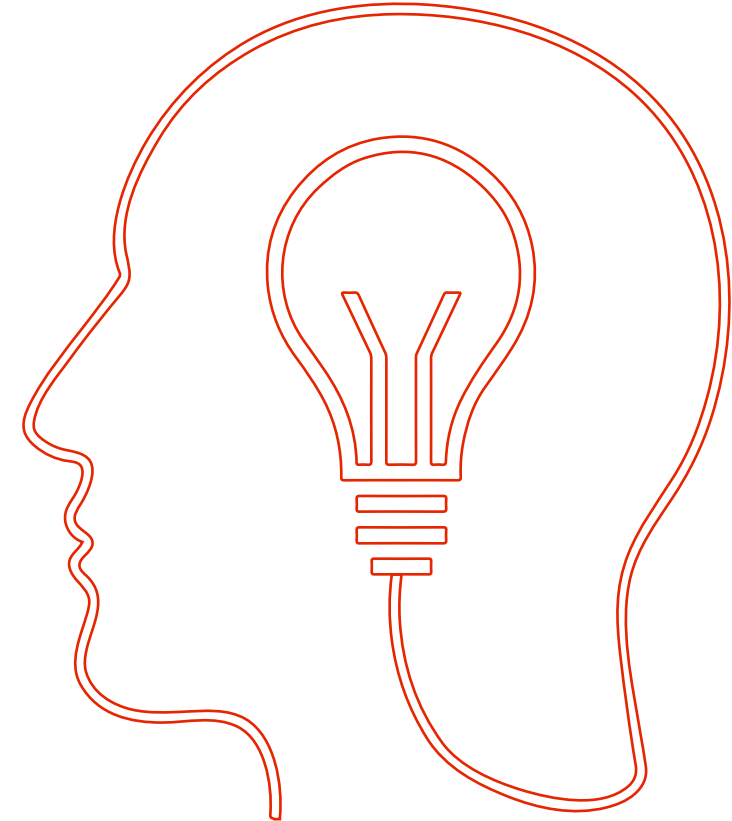
Definition



Emotions are how we genuinely feel about things.



Emotional balance is the ability of the mind and body to maintain equilibrium and flexibility in the face of challenge and change. It promotes physical health, and is a prerequisite for personal wellbeing and growth.

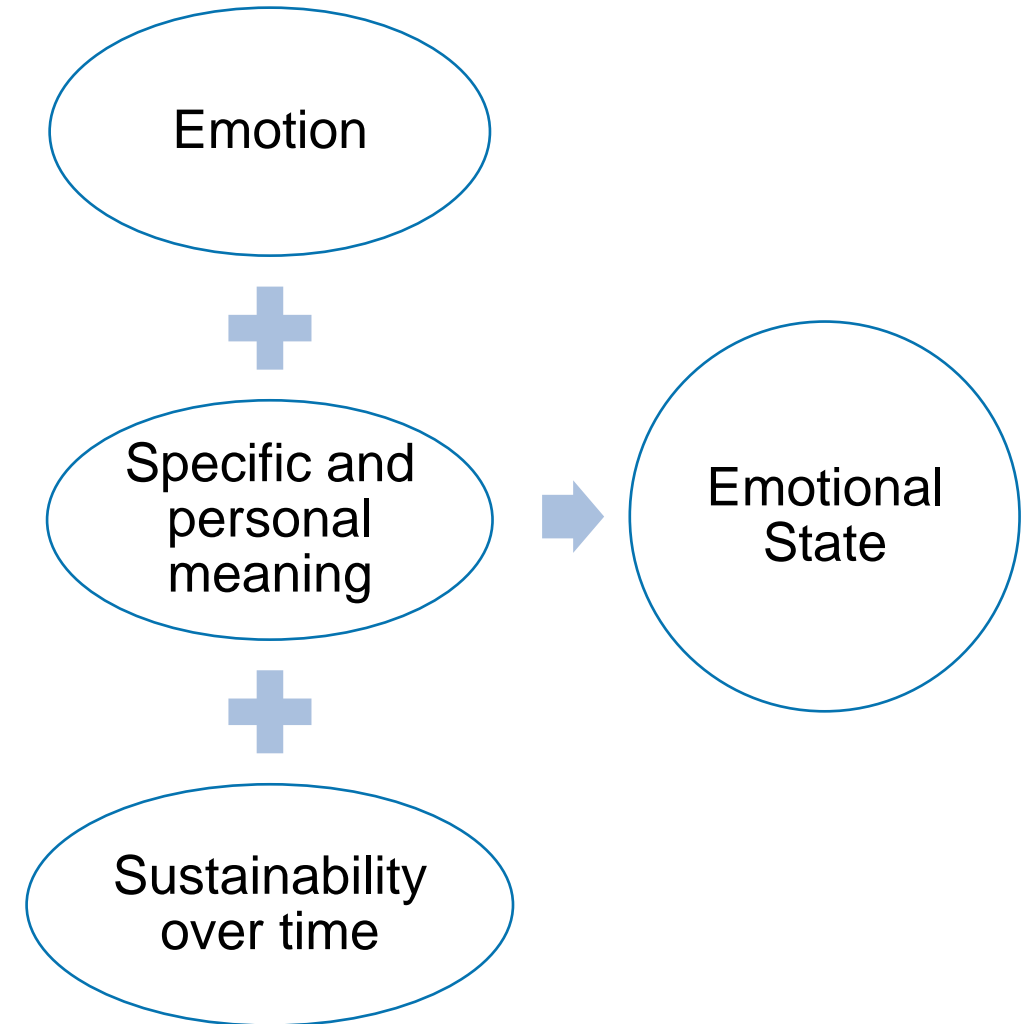




Emotions and Emotional Balance

Emotional State

An emotion is a specific response to a stimulus that is nothing more than an accumulation of neurochemical and physiological reactions to something that happens to us at a specific moment. We generate an emotional state when we add two elements to that emotion (a specific and personal meaning, plus its sustainability over a more or less extended period of time).

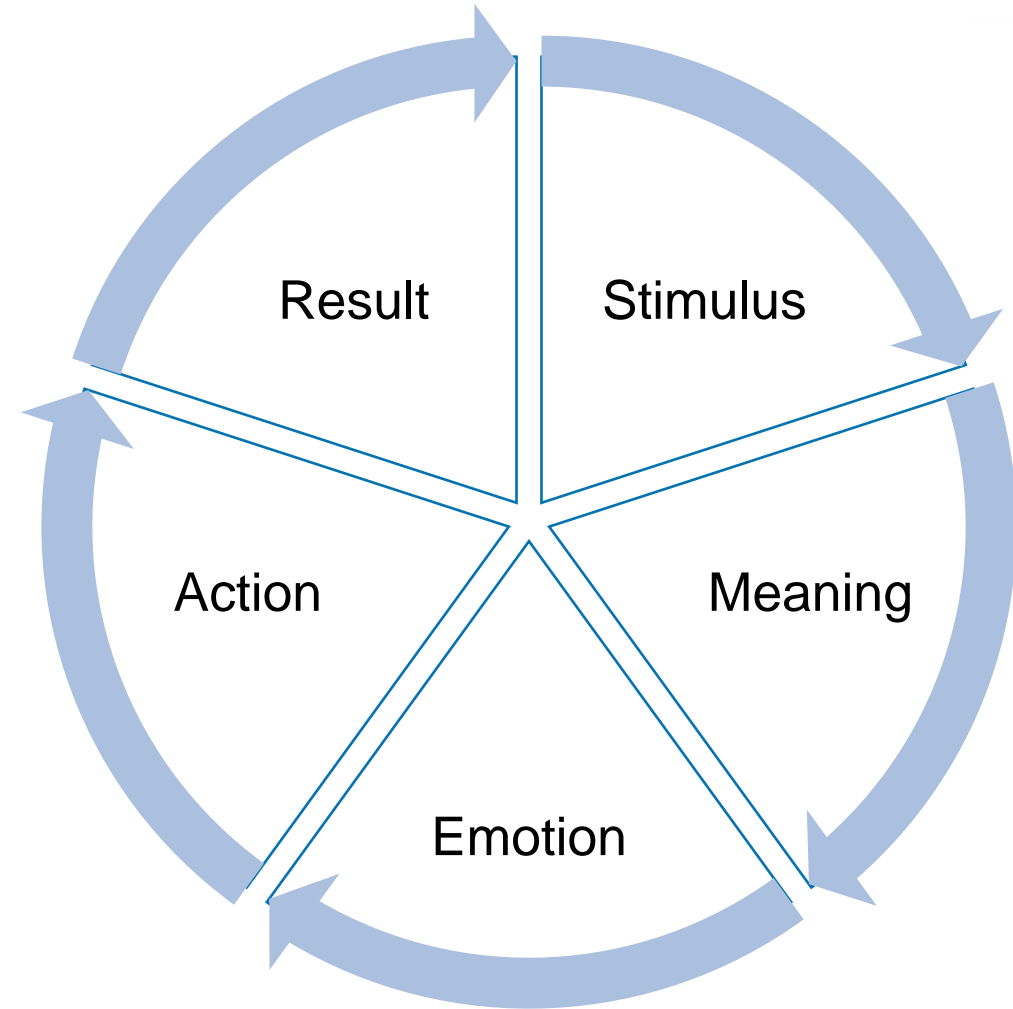




Emotions and Emotional Balance

The Emotional Cycle I

Emotions condition our actions. For example, if we are sad, our actions will be sad. Those actions will provoke a result that will become a stimulus. That stimulus will be interpreted again, i.e. we will give it a meaning, which will provoke an emotion, and the cycle starts all over again.

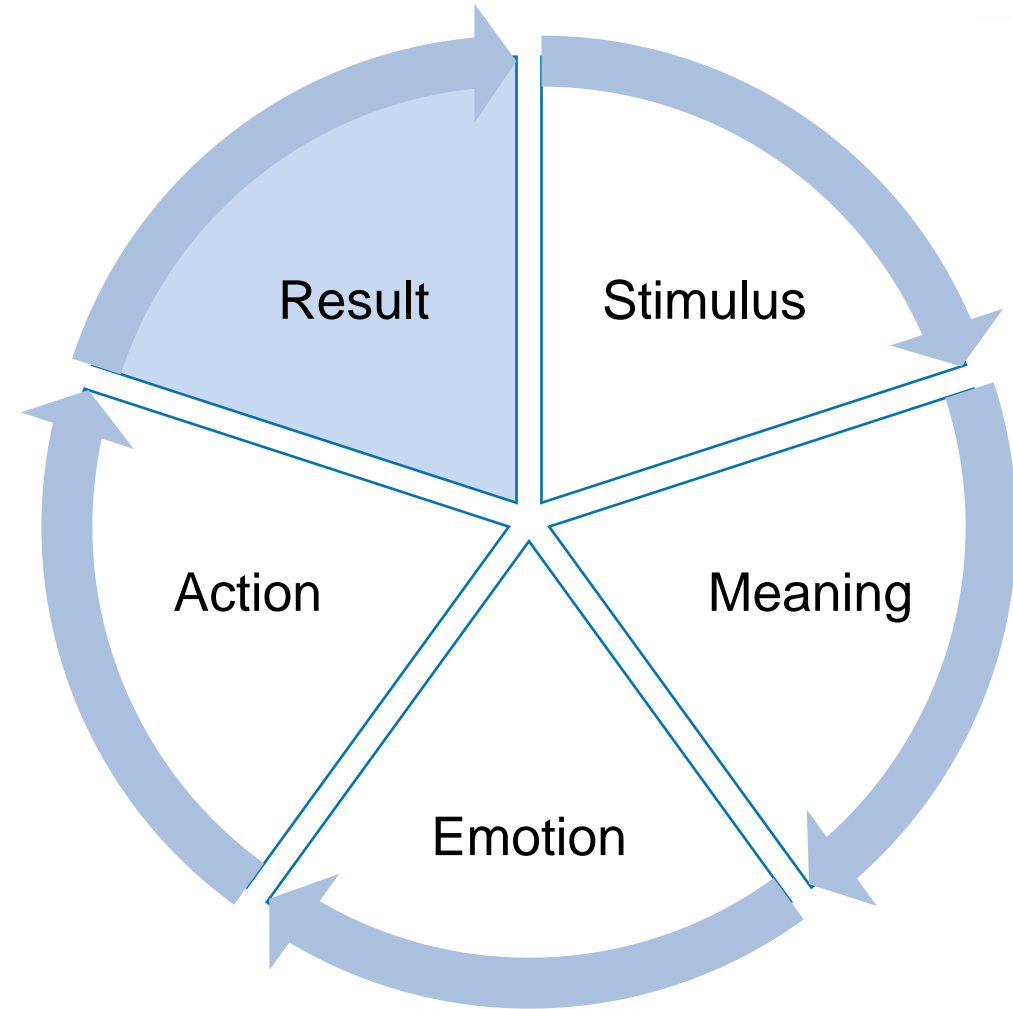




Emotions and Emotional Balance

The Emotional Cycle II

This cycle is the basis of Emotional Intelligence. To change our emotions we must focus on the outcome rather than the stimulus. Then we will pay attention to what really matters and be able to take the actions we need to get to the outcome and work on the emotions that will lead to it.



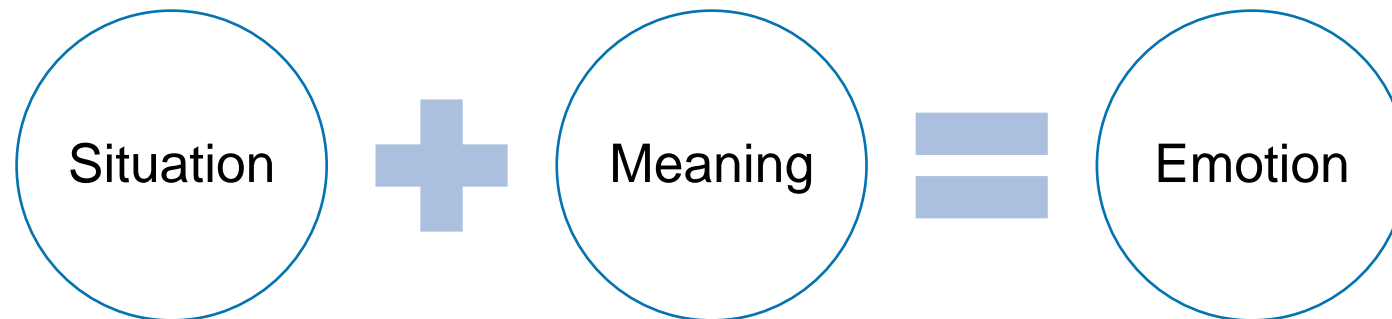


Emotions and Emotional Balance

The Emotional Cycle III

We can intervene in any part of this cycle, but the easiest one is the meaning we give to things. According to Daniel Goleman (Emotional Intelligence, 1995), the important thing is not what happens to us but what we do with what happens to us because that determines the emotion we generate.

If we do not give importance to the meaning, we are not taking responsibility for our emotions and that is not operative.





Operational Emotions



There are no good or bad emotions, but some emotions are more pleasant than others. Emotions are operational or non-operational depending on our objective.

It is normal to have unpleasant emotions but we must read them, understand that they are signs and not problems. They give us information about why they appear and what the solution is to manage them in the most productive way. We must know how to dose them so that they generate the best results for ourselves (intrapersonal) and for our environment (interpersonal).

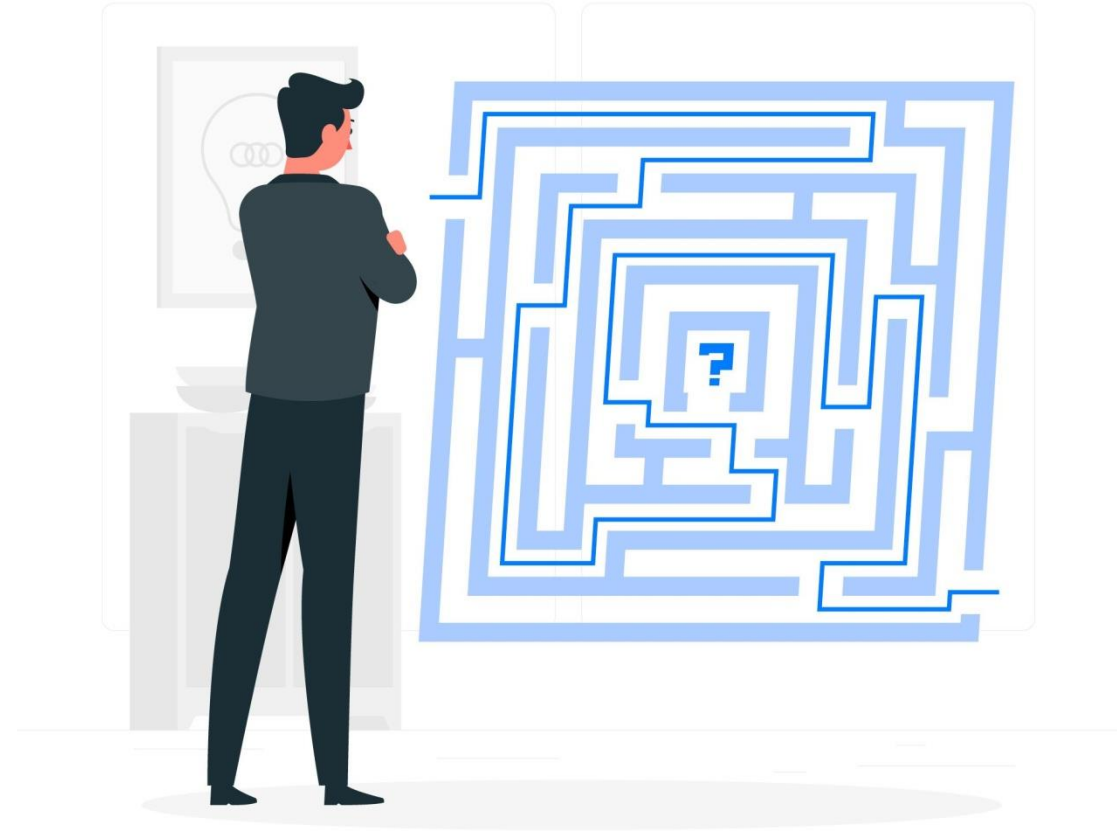




Operational Emotions

Emotional Intelligence

Emotional Intelligence allows us to experience an emotion but also to take responsibility for it, to use it when it is operative and to know when it is no longer practical to achieve our results.





Non-operational Emotional State

Unpleasant emotions can be managed and made operational. When the emotional state is not operative, we have to ask ourselves:

 Until when?

Unpleasant emotions have a time to be overcome. We must take responsibility for them, and give them a different meaning to the initial stimulus that provoked them.

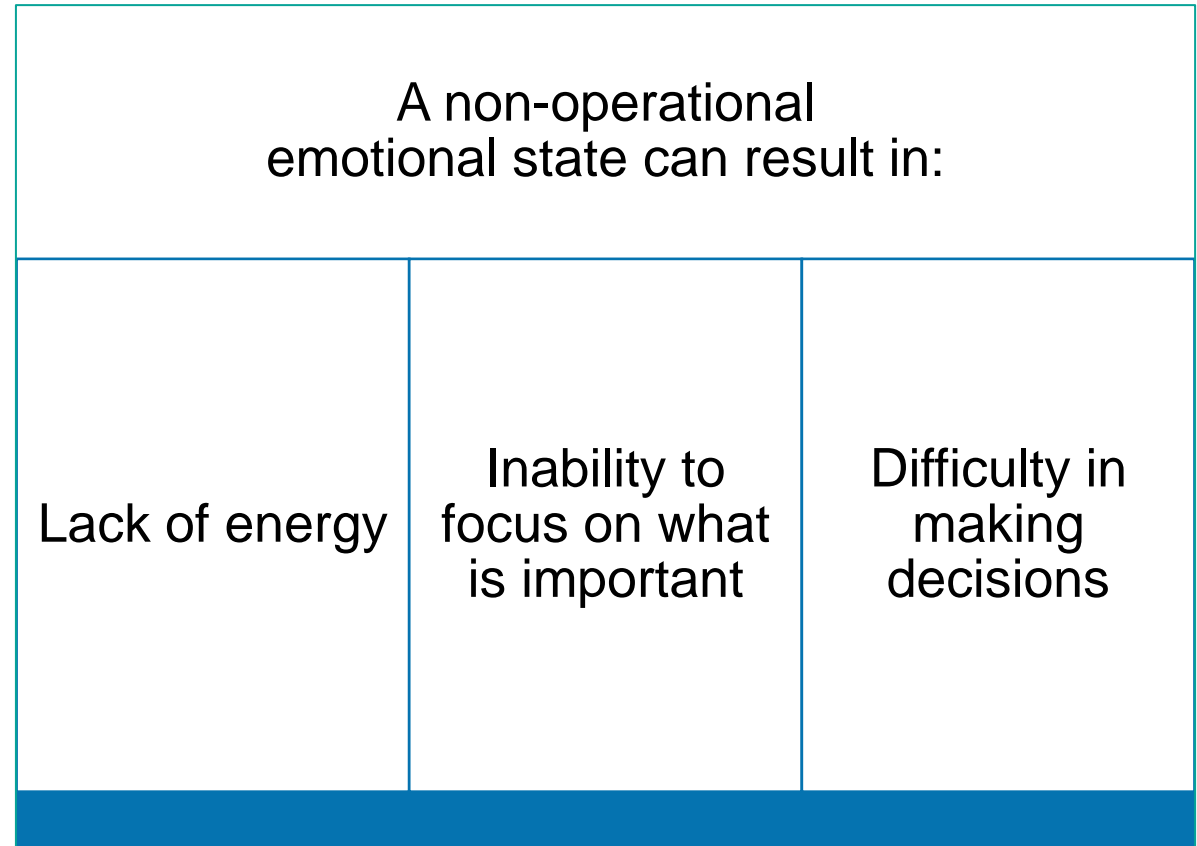
 What for?

It is necessary to focus on the objective to know which emotion is the one that brings us closer to the result and to know if the emotion we are holding is the most productive to achieve it.



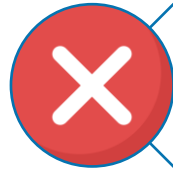
Non-operational Emotional State

We must remember that emotions are not negative but non-operational. For example, fear is unpleasant but it is operative because it keeps us away from things that can harm us. An emotional state is non-operational when it robs us time and it is not productive.





How do we find emotional balance?



Do not fight the emotion.



Know what it wants to tell us.



Give ourselves permission to experience it.



Understand if it is operative.

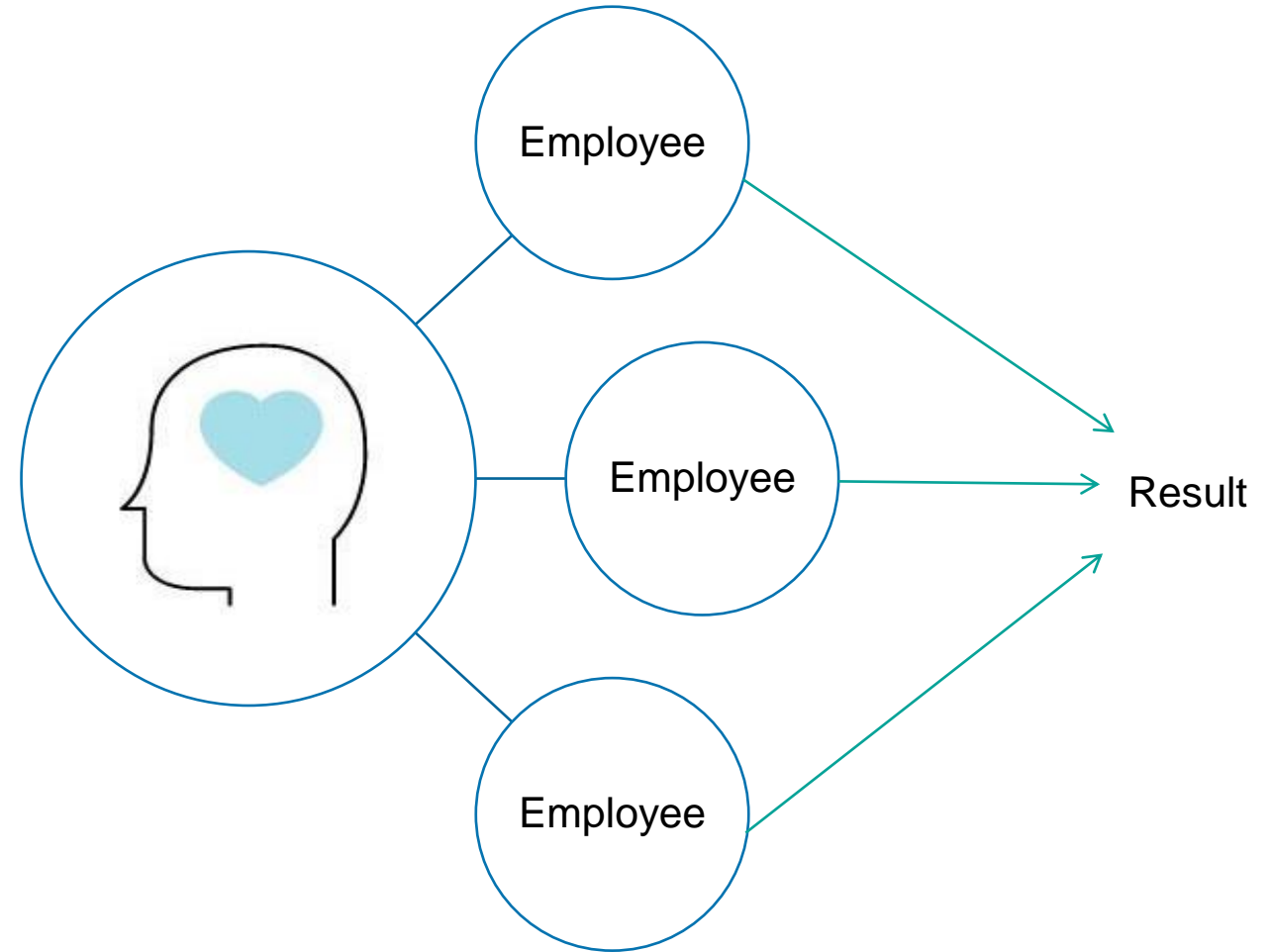


If it is not operative, learn to manage it.



Emotions are contagious

Human relationships are not static, people influence each other emotionally and emotions spread from group leaders to group members. If leaders spread non-operational emotions, they distract employees from their focus.

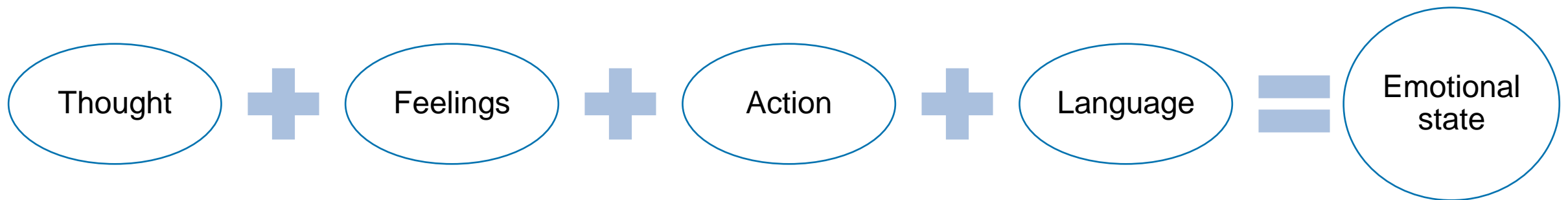




Emotional Coherence

When we think, feel, act and speak in the same direction, we experience an emotion and extend it over time. We give it coherence.

If we ask ourselves why do we feel the emotions we feel and we do not get a practical answer we need to do something about it. We can break its coherence through thought, feeling, action or language. If we break the coherence of the non-operational emotion, the emotion state will fail.





Long-term results

When we achieve the desired result we must understand how we got there. To do this we must learn to interpret emotions, detect their reason and origin.

Most of us deal with our emotions by either suppressing them or acting them out. But they have to go somewhere. In the long run, suppressing emotions leads to disappointment, regret or shame. If we know where our emotions come from, we will learn how to manage them better and we will find an emotional balance. This will lead us to achieve medium and long-term results that will be sustained over time.



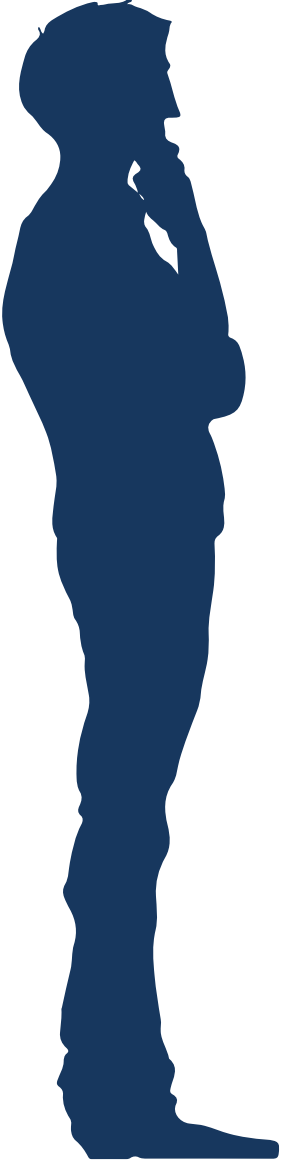
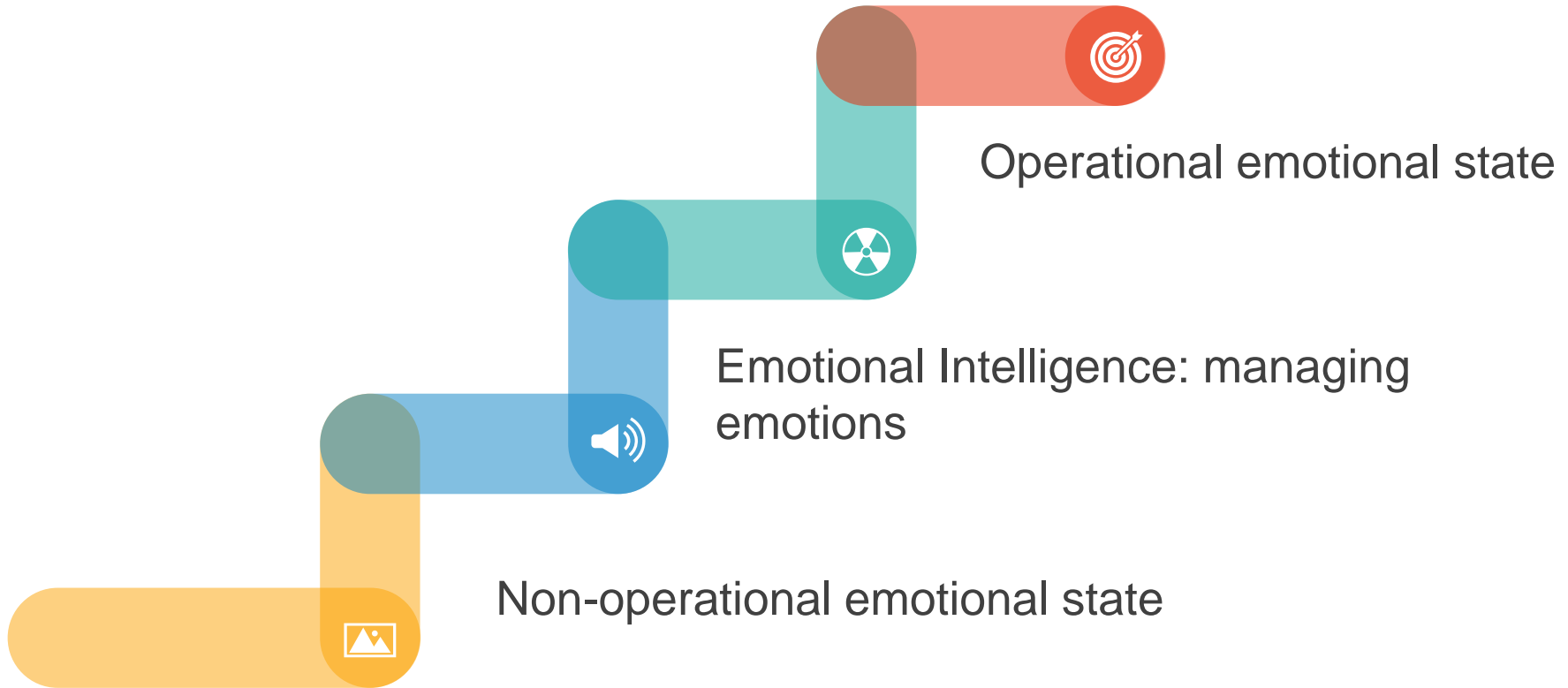


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Long-term results

Result we want to achieve





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THANK YOU

Emotional Balance