

Manage Emotional Stress, April 22, 2015

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Hello A Rising Tide!

Please join me and your colleagues for another Leadership Seminar Series discussion on **Wednesday, April 22, 2015**.

TOPIC: As our work is intellectual in nature, we are mainly vulnerable to mental and/or emotional, rather than physical, stresses. We will discuss how to understand personal behavioral strength in relations with others before and during the stressful situations, recognize your own emotions, and discuss ways to manage emotional stress.

DISCUSSION INTRO:

Contemporary science of emotional intelligence recognizes five basic emotions[i]. The entire spectrum of our emotions can be attributed to various degrees of these five. These are: Anger/Disgust; Shame/Guilt; Fear/Surprise [*some studies separate these two as unique categories*]; Sadness/Sorrow; and, Happiness/Love.

In addition, our individual character plays a significant role in our ability to handle stressful situations. There are 3 main personal motivations behind a human behavior (Altruistic-Nurturing, Assertive-Directing, and Analytic-Autonomizing) and four blended of these three motivations (Flexible-Cohering, Assertive-Nurturing, Judicious-Competing, and Caution-Supporting)[ii].

To grow into a successful leader we need to learn how to recognize our emotions and, given our motivation, manage unavoidable emotional stress well. For that we need to understand our personal character, its behavioral patterns before and under conflict situation, recognize our emotions, and learn good practices to avoid or minimize stress impacts on our health, as well as personal and professional lives.

Please come prepared to discuss the following questions:

1. Looking at your own self-assessment of behavioral motivation, please discuss how your personal motivation helps or prevents you building a successful team, conducting a project, or directing a program.
2. It is interesting to note that the list of basic emotions includes only one positive and four negative emotions. Which emotion causes most stress for you and how do you deal with this emotion? Are stressful situations always bad?
3. What are physical, psychological, or behavioral signs do you experience before realizing you are on path to stress?
4. Recognizing motivation of your behavior and dominating stress-leading emotion, what do you do to build your emotional stress resilience?

PREP MATERIALS:

1. Understand your personal motivations in normal and stress-induced settings. Print attached file on colored two-sided tabloid (11x17") paper, sort them in 1-2-3 order. Complete Strength Development Inventory (SDI) section 1, follow with section 2 to understand your inventory results, and section 3 to identify your motivational sequences during stressful situation. **Please note:** this inventory takes about one hour to complete.
2. Listen to TED talk on How to Make Stress Your Friend by Kelly McGonigal:
(https://www.ted.com/talks/kelly_mcgonigal_how_to_make_stress_your_friend)
3. Review American Heart Association's recommendations to deal with stress:
(http://www.heart.org/HEARTORG/GettingHealthy/StressManagement/FourWaystoDealWithStress/Four-Ways-to-Deal-with-Stress_UCM_307996_Article.jsp)

[i] Bradberry, T. and Greaves, J., 2005: Emotional Intelligence 2.0
(http://www.amazon.com/dp/0974320625/ref=rdr_ext_tmb;
<http://www.talentsmart.com/products/emotional-intelligence-2.0/>)

[ii] Relationship Awareness Theory by Elias H. Porter
(<http://www.personalstrengths.ca/relationship-awareness/relationship-awareness-theory/>)