AGLP Leadership Development Curriculum

Understanding Emotions: Experiential Learning & Reflections Preview

9/20/2021
AGLP Leadership Development Curriculum – Sequence*

<table>
<thead>
<tr>
<th>Learn</th>
<th>Experience</th>
<th>Reflection</th>
<th>Mentorship</th>
</tr>
</thead>
<tbody>
<tr>
<td>leadership and emotional intelligence theory will be presented in bi-monthly seminars, augmented with external reference material</td>
<td>scenarios within the context of SEAS graduate student life (in academic, research &amp; social settings) to focus on the learning theory presented the prior month</td>
<td>personal reflections on the experiential learning scenarios will reinforce the presented leadership &amp; emotional intelligence theory</td>
<td>guidance provided by SEAS mentors &amp; coaches related to the prescribed experiences for each leadership competency &amp; each EI concentration</td>
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* Based on the U.S. Coast Guard Academy’s Leadership Development Program
AGLP Leadership Development Sequence

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<tbody>
<tr>
<td>Seminar &amp; Reference Review</td>
<td>Practicum</td>
<td>Post-Practicum Debrief</td>
<td></td>
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<tr>
<td>(completed in your life-environment)</td>
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- **Understanding Emotions**
  - September
  - October
  - November

- **Self-Awareness & Learning**
  - October
  - November
  - December
AGLP Leadership Development Curriculum

Understanding Emotions: Review
Emotional Intelligence – Leadership Management Skills

- **MAP**: Map your feelings and other’s feelings.
- **MATCH**: Match feelings to connect and match feelings to task.
- **MEANING**: Understand the meaning of the feeling(s) and how they might change.
- **MOVE**: Move feelings to achieve ideal outcome.
Cognitive Empathy – understand the meaning of others’ emotions

<table>
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<tr>
<th>EMOTION</th>
<th>EXAMPLE OF CAUSE YOU DISAGREE WITH</th>
</tr>
</thead>
<tbody>
<tr>
<td>Frustration</td>
<td></td>
</tr>
<tr>
<td>Worry</td>
<td></td>
</tr>
<tr>
<td>Happiness</td>
<td></td>
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And your reply:

*I can see how someone might feel that way.*

**Validation** is one of the best strategies to encourage dialogue.
Validate then Investigate

When you have an “emotional moment” – if you are prepared - you can make better decisions

• **Feelings** can be based on an emotion or a mood.
• Do NOT go with your gut feel.
• Go with your ANALYZED gut.
• How would someone else react? Am I reasonable? Accurate? Correct assumptions?
• Know other person’s intent
• Reflect “Am I just in a bad mood?”
Understanding Emotions

<table>
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<tr>
<th>EMOTION</th>
<th>UNIVERSAL CAUSE</th>
<th>INDIVIDUAL CAUSE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Happiness</td>
<td>Gain something of value</td>
<td>What do <strong>you</strong> value?</td>
</tr>
<tr>
<td>Frustration</td>
<td>Obstacle to achieving goal</td>
<td>What do <strong>you</strong> want to achieve?</td>
</tr>
<tr>
<td>Sadness</td>
<td>Lose something of value</td>
<td>What do <strong>you</strong> cherish?</td>
</tr>
</tbody>
</table>

- Banish “you shouldn’t feel that way” and “that’s not important” statements.
- Must work to understand others’ perspectives – “cognitive empathy”
- How can you complete this chart on your boss? Peers? Team? Directs?
- And how can they know this about you?
Using Words to Understand Emotions

**RED**
- Enraged
- Terrified
- Stressed
- Scared
- Overwhelmed
- Furious
- Frustrated
- Tense
- Stunned
- Concerned
- Frightened
- Angry
- Nervous
- Troubled
- Anxious
- Apprehensive
- Worried
- Irritated
- Annoyed
- Disturbed

**YELLOW**
- Surprised
- Hopeful
- Amazed
- Exhilarated
- Playful
- Delighted
- Excited
- Optimistic
- Elated
- Energized
- Cheerful
- Content
- Enthusiastic
- Proud
- Positive
- Happy
- Joyful
- Inspired
- Thrilled
- Pleased

**GREEN**
- At ease
- Easygoing
- Pleasant
- Fulfilled
- Ecstatic
- Calm
- Satisfied
- Grateful
- Energetically
- Content
- Enthusiastic
- Proud
- Positive
- Happy
- Joyful
- Inspired
- Thrilled
- Pleased

**BLUE**
- Disgusted
- Glum
- Disappointed
- Unhappy
- Serene
- Fulfilled
- Composed
- Satisfied
- Grateful
- Energetically
- Content
- Enthusiastic
- Proud
- Positive
- Happy
- Joyful
- Inspired
- Thrilled
- Pleased

**Contentment**
- Gain agreement
- Self-reflection

**Happiness**
- Creative planning
- Generate enthusiasm

**Sadness**
- Focus on details
- Dx
- Comfort

**Anxiety/Ange**
- Fight injustice
- Motivate
- Critical analysis

**FEELING**
- Unpleasant
- Pleasant

**ENERGY**
- Low
- High
Understanding Emotions

Our role is to create environments of emotional and cultural respect.

The EI Challenge - Exhibiting sound Emotional Intelligence skills

- in real-time,
- with high levels of expertise,
- under stress,
- & on a consistent basis
Emotional Intelligence References

**Videos:**
- “How are you?” [Brief video on ability model of EI](#)
- Match emotions - [Match Emotions video](#)
- Reading people - “Reading people” video
- Causes of Emotions - [Causes of Emotions video](#)
- About Emotions - [Basic Emotions video](#)
- Managing Emotions - [Emotion Management strategies video](#)

**Books:**
- Leaders: [A Leader’s Guide to Solving Challenges with Emotional Intelligence](#).
- Educators: [The Educator’s Practical Guide to Emotional Intelligence](#).
- Caruso & Salovey: [Emotionally Intelligent Manager](#)

**Assessment:**
- MSCEIT certification video [here](#).
Understanding Emotions

Practicum: Experiential Learning & Reflection
Using Emotions: Experiential Learning Scenarios

• **Lab work environment** – Practice cognitive empathy to understand the meaning of individual’s emotions.

• **Research publication process** – Improve your reactions to “emotional moments” – by being prepared to respond & by making better decisions.
Understanding Emotions: Experiential Learning Scenarios

- **Teaching Fellow environment**
  - Use words and encourage your students to use words to explain how they feel

- **Home environment**
  - Engage in the EI Challenge: Exhibit sound Emotional Intelligence skills in real-time, with high levels of expertise, under stress, & on a consistent basis,
Understanding Emotions: VW Experiential Learning

- **Cognitive Empathy** – practicing this in family gatherings & with my wife

- Using words to describe emotions – Roya Mahboob – leader of Afghan All-Girl Robotics Team: “shocked, concerned, angry, troubled, worried, …” – all RED words
### Next Steps

- **EL & R – Understanding Emotions – all October**

- **Health & Well-Being – October? - 12:30-1:30**

- **Self Awareness & Learning – Oct 4 (Review/Preview – Oct 18)**

- **EL & R – Self Awareness & Learning - all November**