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Learning Objectives

- Define strong emotions
- Identify strong emotion in ourselves and in employees
- Look at triggers of strong emotions
- Be a role model
- Distractions/Soothing techniques
- When to use caution

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Strong Emotions

Fear	Guilt
Anger	Rejection
Sadness	Love
Shame	Disgust

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Identify Strong Emotions in Employees

Being attuned

Ask probing questions

Be aware of what's really going on



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To Be Expected...

Strong emotions are natural and normal during real times of crisis

Examples:

- Trauma
- Death
- Illness
- Failure
- Betrayal



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Triggers

Know your triggers as well as the triggers of your employees

- Triggers
- Feelings
- Actions



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Be A Role Model

- Act the way you want the employees to act
- Control your responses
- Get support/help
- Use your EAP

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Distraction

- Valuable tool that takes the "edge off"
 - Temporary
- Its not an escape
- Eventually return to the feeling, but the intensity has reduced

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Suggestions for Distraction... Yourself and Employees

- Creativity
- Counting backwards
- Chores
- Vacation
- Movie/Play/Circus

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Soothing Techniques

Using all senses

- Touch
- Taste
- Sight
- Sound
- Smell

Mindfulness

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Caution

Don't let emotions get the best of you and others

Learn to control your anger

Help employees to control anger

Saying and doing things that you regret

- Eating, Shopping, Drinking or Drugs
- Any high risk behavior

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Takeaways

Controlling emotions keeps our mind and bodies:

- Healthier
- Calmer

Gives us a higher self confidence

Allows us to get along better with others

Managing strong emotions allows for better career advancement

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How EAP Can Help ...

- Face-to-face counseling sessions
- Legal/Financial consultations
- Child/Eldercare consultation & referrals
- Daily life resources
- ID theft recovery
- Free credit monitoring
- myStrength – Health Club for Your Mind
- Let's Talk Depression – A Multi Resource Tool Kit
- Comprehensive website
 - Resources
 - Self assessments
 - Health/wellness library
 - Legal forms

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Questions?

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