

# The Emotions Cards

## What are the Emotions Cards?

You've asked for these, so we've developed them! Great for coaches, managers and trainers, these cards can be stand-alone or used in conjunction with the Emotions in Action Jotter. The tin comprises 32 separate emotions cards, exactly matching the emotions listed on the Jotter. Use to help people identify, use, understand and manage their emotions.

## Using the cards with a team:

- 1) Use white tape to mark out the two grid axes on a table or desk or on the floor and explain what they are to the team.
  - The vertical axis is the quantity of energy, so mark the top of the axis as "High" and the bottom as "Low".
  - The horizontal axis is the quality of the emotion, so label the right end as "Positive" and the left end as "Negative".
  - Divide the 32 emotions cards between your team members and ask them to place each one in the most appropriate zone.
  - Explain that all the four zones are useful and appropriate in response to certain situations. The Thriving Zone is about performance, the Surviving Zone is a call to action in response to a perceived threat, the Recharge Zone is about replenishing your energy and the Burnout Zone is about forced recovery when you are overloaded.
  - Describe the four zones and give examples of when you might be in each one. Ask team members to use the reverse side of the EIA Jotter to look at how much time they spent in each zone last week (or whatever time period is suitable) How common is that spread of time across the zones?
    - What do they want to change?
    - What are the dangers of spending too much time in the Surviving Zone?
    - What ideas do they have for increasing Recharge (both quantity and quality of Recharge)?
    - What are they doing when in the Thriving Zone? What tasks? Who with? What circumstances help them with this? How can they spend more time there?
- 2) Lay all the emotions cards out on a table – face up. Ask each team member to pick an emotion they have felt recently at work.

Ask them to discuss with a partner:

- What was the circumstance?
- Who were they working with?
- For Thriving or Recharge emotions – how could they get more of that emotion whilst at work?
- For Surviving or Burnout emotions – how was this emotion useful? How can they reduce the time they spend in the Surviving or Burnout zones?



## Using the cards with an individual

1. Ask the coachee to look through the pack of emotions cards and to choose the emotions that they felt over the last 24 hours.

Divide the selected cards into four Zone piles (Thriving, Surviving, Recharge, Burnout).

- The number of cards in each pile will give an idea of how much time has been spent in each Zone – what is the impact of that? How normal is that distribution for them? What would they like to change?
  - How much time was spent in the Thriving Zone? What were they doing, what were the circumstances? How could they spend more time thriving?
  - What circumstances caused the Surviving emotions? What were the triggers? What was the impact of these emotions? What will help to manage these triggers in the future?
  - How much time was spent recharging? How can Recharge be increased at work? And out of work?
2. Ask the coachee to select one emotion, from the pack they want to experience more.
    - On a scale of 1-10 how much do they experience this emotion currently?
    - What are the options for increasing this by +1?
    - What support do they need?
    - What actions will they take to achieve this?

