

Visualizing our Emotional Climate at Work

Purpose: To visually capture and represent a sense of the emotional climate within a unit or department in an interactive manner. This activity encourages nonverbal sharing, builds empathy and awareness across roles, and highlights patterns in energizing, neutral, and draining emotions. This activity results in a data-based visualization to spark reflection and discussion about patterns, needs, and opportunities for improvement.

Instructions:

1. Listen as the facilitator explains the purpose of the activity.
2. Share your recent emotions using whatever mechanism or tool is used by the facilitator (for example: via smartphone or tablet and a QR code, sticky notes, or whiteboard write-in, etc.).
 - a. Share 1 or 2 emotions or emotion-related words that reflect how you are feeling at and about work recently.
 - b. Be as specific as possible – avoid generic terms like “good” or “bad”
3. Observe developing patterns and commonalities among the shared emotions.
4. Discuss the following reflection questions (as directed by your facilitator):
 - a. Which emotions appear most frequently within your group?
 - b. Why do you think this might be the case now or at this point in time?
 - c. Are certain TOH@UTC factors more reflected than others in these emotions (refer to the table below)

| Positive Emotions/Experiences | Negative Emotions/Experiences | TOH@UTC Linkage |
|--|---|-----------------------------------|
| safe, secure, protected, supported, cared for, shielded, comforted, stable, confident, reassured | unsafe, vulnerable, threatened, exposed, fearful, insecure | Protection from Harm |
| included, connected, valued, appreciated, trusted, united, collaborative, welcomed, understood | isolated, excluded, disconnected, unappreciated, mistrusted | Connection & Community |
| balanced, flexible, free, autonomous, empowered, peaceful, manageable | overwhelmed, stressed, constrained, trapped, chaotic | Work-Life Harmony |
| respected, dignified, meaningful, purposeful, recognized, important | undervalued, ignored, insignificant, disrespected | Mattering at Work |
| learning, accomplished, growing, thriving, achieving, developing | stagnant, unfulfilled, stuck, unchallenged | Opportunity for Growth |