

## Managing Our Emotions and Emotional Experiences at Work

**Purpose:** To go beyond identifying recent emotions into exploring what these emotions are linked to at work and how to best sustain positive ones and improve negative ones. This activity helps to translate information about emotions and emotion-related experiences into insights that can be used within your unit to protect and promote positive emotions at work.

### Instructions:

1. Choose one or two recent or recurring work-related emotions or experiences (positive or negative) that are notable to you. You may have recently identified these in a separate activity. If not, take a few minutes now to think about this.
2. Reflect on these emotions while responding to the following prompts:
  - a. What workplace situations, conditions, or recent events might be contributing to these emotional patterns?
  - b. Do these emotions/experiences typically energize or motivate you, or do they drain or discourage you?
3. Discuss with your workgroup, department, or unit the following:
  - a. Are there any surprising or unexpected emotions showing up for you or your coworkers?
  - b. What workplace conditions help sustain positive emotions?
    - i. Possible examples might include: autonomy, clarity, recognition, belonging, workload, support, balance
  - c. What are 2-3 resources or small changes within your team or working environment that could help you improve or sustain your positive emotions while at work?
4. Work with your coworkers and unit leaders to develop a plan to implement one or more of these ideas over the next month, as part of ongoing efforts to build and sustain a healthier and more positive working environment.