The #1 Thing You Need to Know About How Your Brain Works

Neuro-knowledge fundamentals to fuel your evolution.





ACCESS TO OUR PFC

QUALITY RELATIONSHIPS

EMOTIONAL INTELLIGENCE

#1 THING TO KNOW ABOUT YOUR BRAIN

> FEELINGS AT WORK

WHAT + WHY OF EMOTIONS

WHAT INFLUENCES HOW WE FEEL

Table of Contents

- 4... What is brain coaching?
- 7... 2 key factors that influence our happiness and success
 - 9... Access to our Prefrontal Cortex (PFC)
 - 13... The quality of our connections
- 19... How these factors mirror the skills of Emotional Intelligence (EQ)
- 21... Defining Mind Management
- 24... The #1 thing you need to know about how your brain works
 - 25...Changing our relationship to emotions (at work)
- 32... The biological what and why of emotions
- 37... What influences how we feel
- 44... Contact

2 SUCCESS FACTORS

ACCESS TO OUR PFC

QUALITY RELATIONSHIPS

EMOTIONAL INTELLIGENCE

#1 THING TO KNOW ABOUT YOUR BRAIN

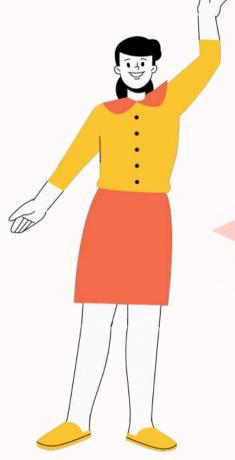
> FEELINGS AT WORK

WHAT + WHY
OF EMOTIONS

WHAT
INFLUENCES
HOW WE FEEL

Now, to introductions.

Here's how this conversation often goes:



"Hi! I'm Colleen, and I'm a brain coach for unconventional humans." *looks confused*

"Cool! What does a brain coach do?"

You may have asked yourself a similar question before coming into this webinar: What the heck is brain coaching, why should I care, and how will it help me?

ACCESS TO OUR PFC

QUALITYRELATIONSHIPS

EMOTIONAL INTELLIGENCE

#1 THING TO KNOW ABOUT YOUR BRAIN

> FEELINGS AT WORK

WHAT + WHY
OF EMOTIONS

WHAT INFLUENCES HOW WE FEEL

Coaching informed by neuroscience

In other words, my methodology, approach, and tools are based on how your brain actually works.

- NEURO-KNOWLEDGE I teach clients about our biology, brains, and how we work at a fundamental level.
- SUPPORT I pair active, non-judgmental listening with compassionate guidance and honest, human feedback.
- FACILITATING THINKING The basic unit of coaching is a thought-provoking question, because the real work isn't to give you advice. It's to support you in accessing your own best self, skills, and knowledge. This is the path to self-trust, self-mastery, and self-sourced strategies and solutions (you know the ones you'll actually take action on because you came up with them!).



ACCESS TO OUR PFC

QUALITY RELATIONSHIPS

EMOTIONAL INTELLIGENCE

#1 THING TO KNOW ABOUT YOUR BRAIN

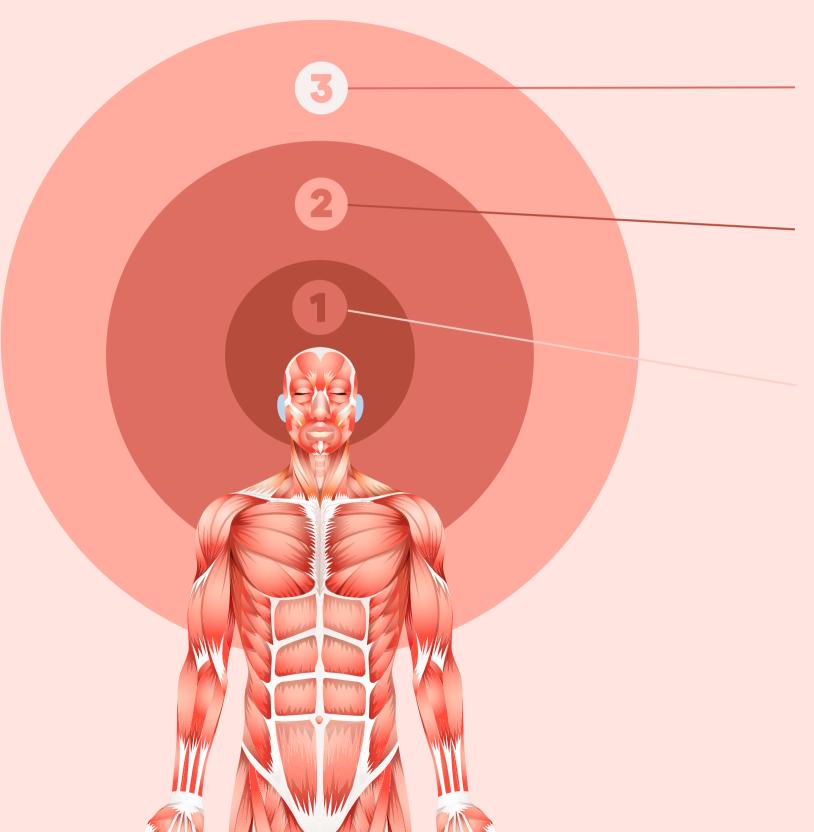
> FEELINGS AT WORK

WHAT + WHY
OF EMOTIONS

WHAT INFLUENCES HOW WE FEEL

CONCLUSION +
RESOURCES

Brain coaching helps you understand the relationship between:



Your external context

Your human and physical environment

Your emotional experience

How you feel about yourself and your world

Your body-brain machine

The machine **doing** all the thinking, feeling, processing, and producing

2 SUCCESS FACTORS

ACCESS TO OUR PFC

QUALITY RELATIONSHIPS

EMOTIONAL INTELLIGENCE

#1 THING TO KNOW ABOUT YOUR BRAIN

> FEELINGS AT WORK

WHAT + WHY
OF EMOTIONS

WHAT INFLUENCES HOW WE FEEL

RESOURCES

Why is this important?

From the brain coaching perspective, there are two primary factors that influence whether you reach personal contentment and professional success.



ACCESS TO OUR PFC

QUALITY RELATIONSHIPS

EMOTIONAL INTELLIGENCE

#1 THING TO KNOW ABOUT YOUR BRAIN

> FEELINGS AT WORK

WHAT + WHY OF EMOTIONS

WHAT
INFLUENCES
HOW WE FEEL





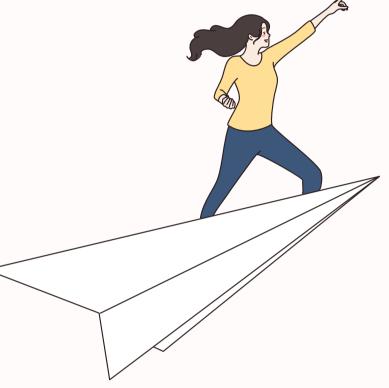


The level of access you have to your Prefrontal Cortex (PFC), the seat of all higher-order cognitive and executive functions (like decision-making) – which is highly dependent on your ability to identify and regulate your own emotions.



The quality of your relationships

The second key factor that influences your success and happiness is the quality of your relationships – something that impacts your biological wellness and is highly correlated with both your happiness and your ability to navigate (and elevate) your life.



ACCESS TO OUR PFC

QUALITY RELATIONSHIPS

EMOTIONAL INTELLIGENCE

#1 THING TO KNOW ABOUT YOUR BRAIN

> FEELINGS AT WORK

WHAT + WHY
OF EMOTIONS

WHAT INFLUENCES HOW WE FEEL



Your ability to access your PFC

Your <u>Prefrontal Cortex</u> (PFC) is the most recently-evolved, distinctly human part of your brain - the part responsible for higher-order cognitive processes.

One of the most highly-interconnected regions, the PFC is associated with attention, higher-order cognition, action, emotion, reward, expectation, processing of outcomes, arousal, sleep, memory, movement, inhibition, and distraction.



ACCESS TO OUR PFC

QUALITY RELATIONSHIPS

EMOTIONAL INTELLIGENCE

#1 THING TO KNOW ABOUT YOUR BRAIN

> FEELINGS AT WORK

WHAT + WHY
OF EMOTIONS

WHAT
INFLUENCES
HOW WE FEEL

Responsible for Critical Executive Functions

The level to which you have access to your PFC defines the level to which you are able to engage any of the following skills. These are the same skills that predicate your personal happiness and professional success.

SKILLS ASSOCIATED WITH YOUR PFC INCLUDE:

- **Decision-making** (your ability to understand your brain and body's cues, and to leverage that insight to make effective decisions)
- Critical thinking, judgment and reasoning (your ability to question assumptions, see through your cognitive biases, follow the facts, and act according to your values)
- Motivation, drive, attention, and focus
- Future projection and planning ability, organization
- Creativity, innovation, cognitive flexibility, neuroplasticity (your ability to learn, to think on your feet)
- Social-relational ability (your ability to read, get along with, and influence the people around you)
- And much more...



ACCESS TO OUR PFC

QUALITY RELATIONSHIPS

EMOTIONAL INTELLIGENCE

#1 THING TO KNOW ABOUT YOUR BRAIN

> FEELINGS AT WORK

WHAT + WHY
OF EMOTIONS

WHAT
INFLUENCES
HOW WE FEEL

How emotional regulation relates to PFC access:

Here's the quick and dirty: when we get emotionally-activated in a "negative" way, it provokes a stress response in our brain-body machine.

Those big, challenging emotions are intended to direct your attention to a potential threat (for review, and if necessary, action). If you don't understand the purpose of fear-based emotions, however, you don't pause to question whether the "alarm" has any merit. You just get stuck in the feeling, getting progressively more overwhelmed by the clanging alarm, which is throwing you into "fight-or-flight" mode.

Here's where the issue lies: the fight-or-flight part of your brain and the evolved human thinking part share a gas tank, and when you are emotionally dysregulated, your limbic system is hogging all the gas. This leaves your PFC underresourced, and makes it biologically harder to think.

Emotional regulation is the path to regaining PFC access.



ACCESS TO OUR PFC

QUALITY RELATIONSHIPS



#1 THING TO KNOW ABOUT YOUR BRAIN

> FEELINGS AT WORK

WHAT + WHY
OF EMOTIONS

WHAT
INFLUENCES
HOW WE FEEL



3 Ways to Unlock PFC Access

We'll be exploring a LOT of ways you can practice the tools of Emotional Intelligence and regulation in the upcoming labs. But here are three simple ways you can begin to experiment with improving the partnership between you and your brain.

SLOW YOUR BREATHING DOWN FOR 30 SECONDS

The benefits of deep, slow breathing are well-documented. The next time you're feeling an intense or "negative" emotion, PRESS PAUSE before reacting. Give yourself 30 seconds to calm your stress response with deep, relaxed breaths. While you're breathing, remind yourself of your goal, and briefly list out what is working. Once you've made it through 30 seconds, ask yourself how you could respond that is most likely to progress your goal.

NOT MY CIRCUS, NOT MY MONKEYS

If someone acts disrespectfully or hurtfully towards you, PRESS PAUSE before reacting. Remind yourself that how people see you, speak to you, and act towards you is typically much more about THEM, than about YOU. If you have it in you, practice compassion and ask yourself, "How must they be feeling to act out this way?" You now have an opportunity to solve the person instead of reacting to the problem.

CUE YOUR HAPPY

Caught up in a hard feeling, and need your brain online ASAP? Watch, read, or listen to something that always makes you laugh or that triggers a happy memory. Once you know how your brain works, you can trick it into giving you the good (brain) chemicals.

2 SUCCESS FACTORS

ACCESS TO OUR PFC

QUALITY RELATIONSHIPS

EMOTIONAL INTELLIGENCE

#1 THING TO KNOW ABOUT YOUR BRAIN

> FEELINGS AT WORK

WHAT + WHY
OF EMOTIONS

WHAT
INFLUENCES
HOW WE FEEL

Success Factor 2:

The quality of your relationships

The quality of your relationships impacts your biological wellness and is highly correlated with both your happiness and your ability to navigate - and elevate - your life.

Our brains thrive when we feel connected and secure in our social placement. Sharing vulnerably with a trusted person is one of the most effective ways to process shame - our biggest emotional obstacle to regulation and growth.



ACCESS TO OUR PFC

QUALITY RELATIONSHIPS



#1 THING TO KNOW ABOUT YOUR BRAIN

> FEELINGS AT WORK

WHAT + WHY
OF EMOTIONS

WHAT
INFLUENCES
HOW WE FEEL

A connected life is a happy life

The <u>Harvard Study of Adult Development</u> followed [study subjects] for nearly 80 years as part of one of the world's longest studies of adult life.

"The surprising finding is that our relationships and how happy we are in our relationships have a powerful influence on our health," said Robert Waldinger, director of the study, a psychiatrist at Massachusetts General Hospital and a professor of psychiatry at Harvard Medical School. "Taking care of your body is important, but tending to your relationships is a form of self-care too. That, I think, is the revelation."

Close relationships, more than money or fame, are what keep people happy throughout their lives, the study revealed. Those ties protect people from life's discontents, help to delay mental and physical decline, and are better predictors of long and happy lives than social class, IQ, or even genes.

ACCESS TO OUR PFC

QUALITY RELATIONSHIPS

EMOTIONAL INTELLIGENCE

#1 THING TO KNOW ABOUT YOUR BRAIN

> FEELINGS AT WORK

WHAT + WHY
OF EMOTIONS

WHAT INFLUENCES HOW WE FEEL

Isolation is biologically devastating

Our pro-social drive - our bone-deep need to belong - is so intrinsic that multiple studies have demonstrated that isolation and loneliness are <u>biologically</u> devastating. This further reinforces that emotions are part of a complex, integrated ecosystem - and that you cannot functionally separate physical and mental health any more than you can our thoughts and our feelings.

"Researchers have found that loneliness is just as lethal as smoking 15 cigarettes per day."

Remember that you can be alone without being lonely, and you can get just as strategic about how to find and reinforce connection as you can about any other goal. Connection has more to do with being seen and sharing trust than it does with "attaining" normative relationship types (marriage, BFFs, etc.).

ACCESS TO OUR PFC

QUALITY RELATIONSHIPS

EMOTIONAL INTELLIGENCE

#1 THING TO KNOW ABOUT YOUR BRAIN

> FEELINGS AT WORK

WHAT + WHY
OF EMOTIONS

WHAT INFLUENCES HOW WE FEEL

Quality connections = quality life

Our close connections and our extended network have a major influence on our ability to access our best selves and our most fruitful path to opportunity.

YOUR INNER CIRCLE:

Who you choose to keep closest matters

(whether that's one or multiple partners, or your closest friends). Researchers at Washington

University in St. Louis found that people with relatively prudent and reliable partners tend to perform better at work, earning more promotions, making more money, and feeling more satisfied with their jobs.

A study published by <u>Carnegie Mellon</u>

<u>University</u> found that people with

supportive spouses are "more likely to
give themselves the chance to succeed."

YOUR NETWORK:

For the last 15 years, Yale Professor Marissa King has studied people's social networks and "what that means for their ability to succeed in the workplace, be happy and healthy and find personal fulfillment."

High-quality connections in your social network strongly predict cognitive functioning, emotional resilience, and satisfaction at work. A well-structured network is likely to boost the quality of your ideas, as well as your pay. Beyond the office, social connections are the lifeblood of our health and happiness.

ACCESS TO OUR PFC

QUALITY RELATIONSHIPS

EMOTIONAL INTELLIGENCE

#1 THING TO KNOW ABOUT YOUR BRAIN

> FEELINGS AT WORK

WHAT + WHY
OF EMOTIONS

WHAT INFLUENCES HOW WE FEEL

3 Ways to Feel More Connected

I know that our levels of connection and trust can be a challenging topic for many. Here are three simple - often overlooked - ways you can experiment with bringing connection into your life.



As any New Yorker knows, there's a sort of magic that happens when a group of strangers co-create a shared experience. Visit spaces where common interests connect people, like dog parks, exercise classes, music festivals, pop-up events, interactive theatre, libraries, museums, cat cafes, and ComicCons (and other cons). Knowing you already have at least one thing in common also lowers resistance to reaching out, if you're so inspired.



Xeno is the smallest measurable unit of human connection, typically exchanged between passing strangers—a flirtatious glance, a sympathetic nod, a shared laugh about some odd coincidence—moments that are fleeting and random but still contain powerful emotional nutrients that can alleviate the symptoms of feeling alone.



Now that you know how important connection is to our mental and physical wellness - you can get just as intentional about fitting it in as you are about going to the gym or reaching your professional goals. Set a daily timer to text 1-3 close friends or family members, or add it to your daily task list!

ACCESS TO OUR PFC

QUALITY RELATIONSHIPS

EMOTIONAL INTELLIGENCE

#1 THING TO KNOW ABOUT YOUR BRAIN

FEELINGS AT WORK

WHAT + WHY
OF EMOTIONS

WHAT
INFLUENCES
HOW WE FEEL

MPAUSE Let's review what we've learned so far

Brain coaching is neuroscience-informed education and supported growth that helps you understand the relationships between your biology, identity, and world.

There are two factors that powerfully influence your ability to reach personal happiness and professional success:

YOUR ABILITY TO ACCESS YOUR PREFRONTAL CORTEX (PFC)

Your level of PFC access is highly correlated with your ability to notice, identify, and regulate your own emotions. These skills are inexorably tied to your ability to intentionally respond vs. reacting without awareness – which increases both your self-trust and self-mastery.

THE QUALITY OF YOUR RELATIONSHIPS

The quality of your relationships is highly correlated to your ability to notice, identify, and influence the emotions of others. These skills are inexorably tied to your ability to communicate and connect with the people who matter most to you.

2 SUCCESS FACTORS

ACCESS TO OUR PFC

QUALITY RELATIONSHIPS

EMOTIONAL INTELLIGENCE

#1 THING TO KNOW ABOUT YOUR BRAIN

> FEELINGS AT WORK

WHAT + WHY
OF EMOTIONS

WHAT INFLUENCES HOW WE FEEL

Let's bring it all together ...



The skills you need to access your PFC and cultivate healthy, meaningful relationships?





They directly mirror the two skill groups of Emotional Intelligence (EQ):

ACCESS TO OUR PFC

QUALITY RELATIONSHIPS

EMOTIONAL INTELLIGENCE

#1 THING TO KNOW ABOUT YOUR BRAIN

> FEELINGS AT WORK

WHAT + WHY
OF EMOTIONS

WHAT
INFLUENCES
HOW WE FEEL

YOUR ABILITY TO ACCESS YOUR PREFRONTAL CORTEX (PFC)

Your level of PFC access is highly correlated with your ability to notice, identify, and regulate your own emotions. These skills are inexorably tied to your ability to intentionally respond vs. reacting without awareness - which increases both your self-trust and self-mastery.

EQ SKILL GROUP 1: Internal Focus Your ability to notice, identify, and regulate your own emotions.

A regulated brain is an optimized brain, because it opens access to your PFC - the most evolved, human part of your brain, associated with MANY OTHER CRITICAL SKILLS, like creative thinking, future projection, impulse control, and decision-making.

THE QUALITY OF YOUR RELATIONSHIPS

The quality of your relationships is highly correlated to your ability to notice, identify, and influence the emotions of others. These skills are inexorably tied to your ability to communicate and connect with the people who matter most to you.

EQ SKILL GROUP 2: External Focus Your ability to notice, identify, and influence the emotions of others.

Paired with internal EQ, external EQ facilitates our ability to communicate and build with, persuade and negotiate, strategize effectively (considering the "human how"), connect, process shame, support, and understand others.

ACCESS TO OUR PFC

QUALITYRELATIONSHIPS

EMOTIONAL INTELLIGENCE

#1 THING TO KNOW ABOUT YOUR BRAIN

> FEELINGS AT WORK

WHAT + WHY
OF EMOTIONS

WHAT
INFLUENCES
HOW WE FEEL

Mind Management is:

A powerful, neuroscience-informed framework that helps you leverage the skills of emotional intelligence to create a successful, energized, and values-aligned life, full of rich, mutually-rewarding relationships.

ACCESS TO OUR PFC

QUALITY RELATIONSHIPS

EMOTIONAL INTELLIGENCE

#1 THING TO KNOW ABOUT YOUR BRAIN

> FEELINGS AT WORK

WHAT + WHY
OF EMOTIONS

WHAT
INFLUENCES
HOW WE FEEL

RESOURCES

Skills for the person AND the professional

The skills you practice as a part of the Mind Management framework go straight to the source of all business problems and progress by addressing the real human beings actually doing the work.

So much of what we've learned about decision-making, goal-setting, etc is in direct conflict with our biology.

When we don't understand how our brains work (or how to implement evidence-based tools and methodologies – like Emotional Intelligence), we get in our own way.



ACCESS TO OUR PFC

QUALITYRELATIONSHIPS

EMOTIONAL INTELLIGENCE

#1 THING TO
KNOW ABOUT
YOUR BRAIN

FEELINGS AT WORK

WHAT + WHY OF EMOTIONS

WHAT
INFLUENCES
HOW WE FEEL

RESOURCES

When we DO understand how brains work, and how to turn those insights into actions (and practices), we are able to optimize the mental machine responsible for ALL business output.

SO...

What do you need to know to start tapping the benefits of this remarkable framework?



ACCESS TO OUR PFC

QUALITY RELATIONSHIPS

EMOTIONAL INTELLIGENCE

#1 THING TO KNOW ABOUT YOUR BRAIN

FEELINGS

AT WORK

WHAT + WHY
OF EMOTIONS

WHAT INFLUENCES HOW WE FEEL

The #1 thing you need to know about how your brain works:



What and how we FEEL powerfully influences how (and whether!) we think, decide, and act.

2 SUCCESS FACTORS

ACCESS TO OUR PFC

QUALITYRELATIONSHIPS

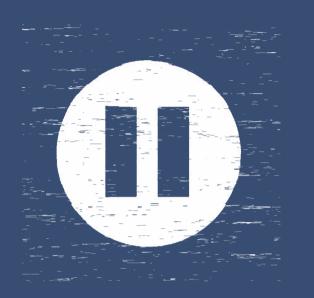
EMOTIONAL INTELLIGENCE

#1 THING TO KNOW ABOUT YOUR BRAIN

> FEELINGS AT WORK

WHAT + WHY
OF EMOTIONS

WHAT INFLUENCES HOW WE FEEL



TAKE A QUICK **PAUSE** WITH ME HERE:

What is your reaction to the word "feel" (feelings/emotions) when you're at work?

What have you heard people say about feelings at work?

Have you ever tried to address how **someone else's emotional state is negatively impacting you** or your team at work? What was the reaction?

Does it seem like **some emotions are allowed**, while **others are frowned on**? Or that some people "get away with being emotional", but others don't?

ACCESS TO OUR PFC

QUALITY RELATIONSHIPS

EMOTIONAL INTELLIGENCE

#1 THING TO KNOW ABOUT YOUR BRAIN

> FEELINGS AT WORK

WHAT + WHY
OF EMOTIONS

WHAT INFLUENCES HOW WE FEEL

CONCLUSION +
RESOURCES

Do any of these statements sound familiar?

- "Try to keep your emotions out of it."
- "Work is not the appropriate place to discuss your feelings."
- "Only weak people let their emotions get the better of them."
- "Thoughts are logical emotions are irrational."
- "Stop being so dramatic. Just put on your big girl pants and get it done."
- "Man up and power through it."
- "It's not personal it's business."



ACCESS TO OUR PFC

QUALITYRELATIONSHIPS

EMOTIONAL INTELLIGENCE

#1 THING TO KNOW ABOUT YOUR BRAIN

> FEELINGS AT WORK

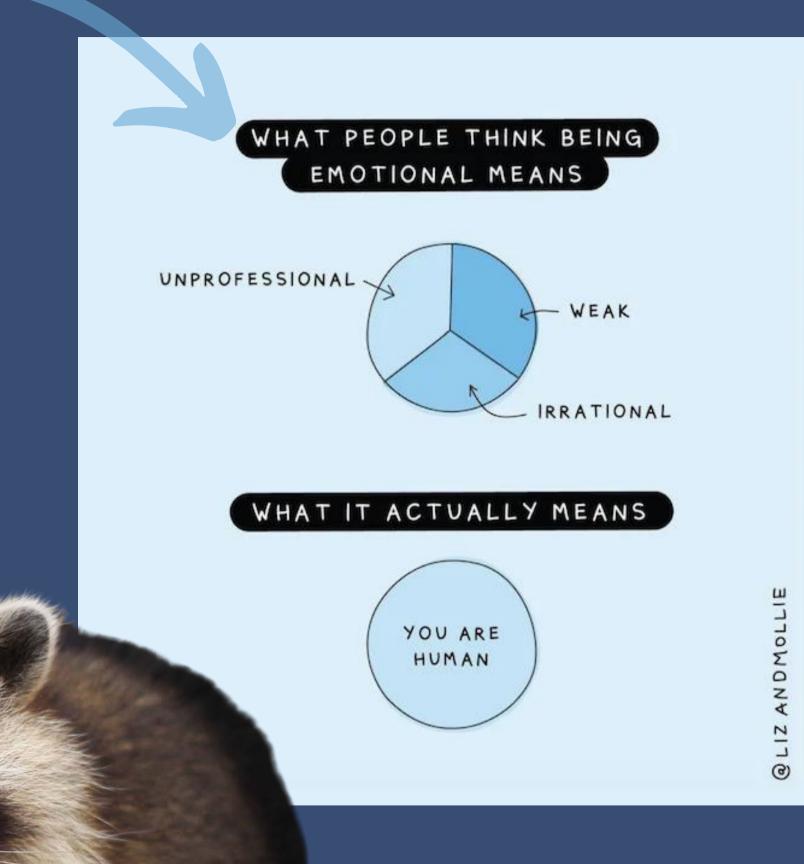
WHAT + WHY
OF EMOTIONS

WHAT INFLUENCES HOW WE FEEL

Throw all this out with the **trash**.

This isn't what having emotions means, and avoiding emotions at work removes one of our major information and power sources.

Did you know?
Studies show
suppressing your
emotions raises
your blood
pressure and
elevates health
risk overall.



2 SUCCESS FACTORS

ACCESS TO OUR PFC

QUALITY RELATIONSHIPS

EMOTIONAL INTELLIGENCE

#1 THING TO KNOW ABOUT YOUR BRAIN

> FEELINGS AT WORK

WHAT + WHY
OF EMOTIONS

WHAT INFLUENCES HOW WE FEEL

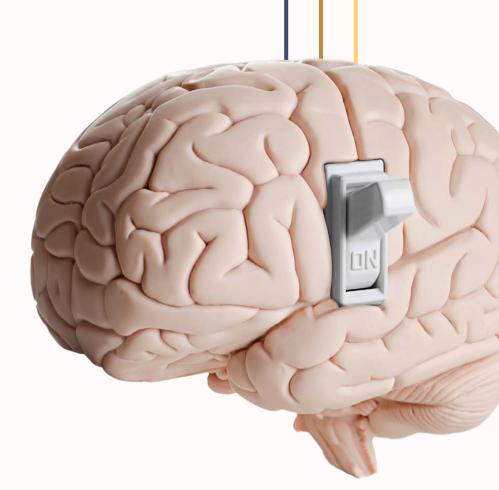
Knowledge is power.

Self-knowledge is empowerment.

Everyone has emotions. This is good news! It means is that you're the proud owner of a functioning brain-body machine, which employs emotions – along with a bevy of other biological processes – in the service of keeping you alive.

Your emotions play a significant role in determining your biological ability to think, decide, and take action. So the person who puts the work into gaining self-knowledge and practicing self-mastery – the person who understands both their own emotions and the emotions of those around them...

That person will always be the most powerful, impactful person in the room.



2 SUCCESS FACTORS

ACCESS TO OUR PFC

QUALITYRELATIONSHIPS

EMOTIONAL INTELLIGENCE

#1 THING TO KNOW ABOUT YOUR BRAIN

> FEELINGS AT WORK

WHAT + WHY
OF EMOTIONS

WHAT INFLUENCES HOW WE FEEL

Want to be in the driver's seat of your life?

That starts by shifting your relationship to emotions:

FROM: Something outside your influence that happens TO you



TO: Communication from your brain-body machine designed to HELP you

"I got caught in a category 3 [insecurity] storm system, and I'm only wearing this cute little [compartmentalization coping mechanism], AHHHHHHH!"

panic *suppress panic* *repeat*



"Huh - looks like I'm getting an [imposter syndrome] alert for this afternoon. Better review my best [regulated, calm, confidence tools] before my 2pm meeting."





2 SUCCESS FACTORS

ACCESS TO OUR PFC

QUALITYRELATIONSHIPS

EMOTIONAL INTELLIGENCE

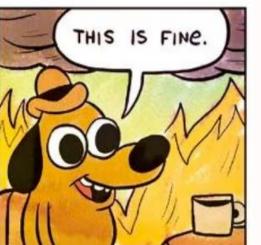
#1 THING TO
KNOW ABOUT
YOUR BRAIN

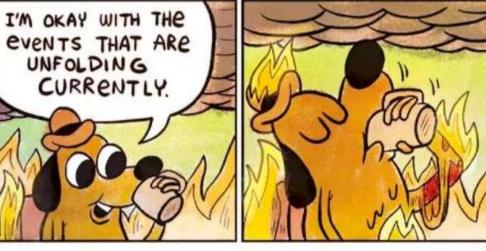
FEELINGS AT WORK

WHAT + WHY
OF EMOTIONS

WHAT INFLUENCES HOW WE FEEL











You are only "at the whim of your feelings" if you avoid them.

A study by the Harvard

School of Public Health and the University of Rochester showed people who bottled up their emotions even increased their chance of premature death from all causes by more than 30%, with their risk of being diagnosed with cancer increasing by 70%.

Following the metaphor above, pretending you don't HAVE emotions is pretty much the equivalent of standing IN that category 3 storm system with no umbrella pretending you're not getting rained on.

It's not working, now you're soaked, and everyone is wondering why you're dripping all over them and acting like you can't hear your loafers squelching.

2 SUCCESS FACTORS

ACCESS TO OUR PFC

QUALITYRELATIONSHIPS

EMOTIONAL INTELLIGENCE

#1 THING TO KNOW ABOUT YOUR BRAIN

> FEELINGS AT WORK

WHAT + WHY
OF EMOTIONS

WHAT INFLUENCES HOW WE FEEL

Hitting a little close to home?

I'm in this photo and I don't like it

Try not to judge yourself. Most of us have been cultured from childhood to not face or feel our emotions.







Instead, take this opportunity to learn what emotions ARE and ARE NOT

ACCESS TO OUR PFC

QUALITYRELATIONSHIPS

EMOTIONAL INTELLIGENCE

#1 THING TO KNOW ABOUT YOUR BRAIN

> FEELINGS AT WORK

WHAT + WHY
OF EMOTIONS

WHAT INFLUENCES HOW WE FEEL

Emotions are NOT

- Inherently logical or illogical
- Something that operates completely independent of thought or action
- "Bad data" with which to make decisions

Copyright 2023 | www.RowanCoaching.com



2 SUCCESS FACTORS

ACCESS TO OUR PFC

QUALITYRELATIONSHIPS

EMOTIONAL INTELLIGENCE

#1 THING TO KNOW ABOUT YOUR BRAIN

> FEELINGS AT WORK

WHAT + WHY
OF EMOTIONS

WHAT INFLUENCES HOW WE FEEL





A biologically purposeful early warning system

A critical component of a complex, integrated ecosystem designed to keep you alive

(aka you can't separate thoughts and feels into that neat "logical/illogical" binary, like we've been taught)

Based on factual, experiential data from your subconscious supercomputer

ACCESS TO OUR PFC

QUALITYRELATIONSHIPS

EMOTIONAL INTELLIGENCE

#1 THING TO KNOW ABOUT YOUR BRAIN

> FEELINGS AT WORK

WHAT + WHY
OF EMOTIONS

WHAT INFLUENCES HOW WE FEEL

Emotions serve a biological purpose

Life is just a series of decisions in a row, on different scales. Every time we make a decision, our subconscious supercomputer immediately accesses any relevant experiential data from our past, in order to send a "summary recommendation" to our conscious (working) minds.

Evolutionarily, these recommendations are designed to:





that your subconscious anticipates will lead to pleasure/reward/connection

-or-

DISCOURAGE decisions and behaviors that might lead to pain/punishment/isolation (shame)

2 SUCCESS FACTORS

ACCESS TO OUR PFC

QUALITYRELATIONSHIPS

EMOTIONAL INTELLIGENCE

#1 THING TO KNOW ABOUT YOUR BRAIN

> FEELINGS AT WORK

WHAT + WHY
OF EMOTIONS

WHAT
INFLUENCES
HOW WE FEEL

"Positive" emotions are like ROAD SIGNS on your journey, pointing out scenic stops and attractions that you're likely to enjoy.

The point is not to stop and enjoy the sign. It's to notice the sign, and decide whether you'd like to follow the sign to the recommended experience. If you decide to stop and have a good experience, your brain will give you more positive feelings - encouraging you to make a similar decision in the future.

"Negative" emotions are like an INTRUDER ALARM, alerting you to possible threats to your "home" security.

The point is not to stop in front of the alarm and get totally overwhelmed by the loud, repeated clanging. It's to notice the alarm, turn it off (regulate), and then to investigate whether there is an actual threat (or if the dog triggered the sensors again...).

2 metaphors to help you reframe emotions

ACCESS TO

QUALITY RELATIONSHIPS

EMOTIONAL INTELLIGENCE

#1 THING TO KNOW ABOUT YOUR BRAIN

> FEELINGS AT WORK

WHAT + WHY
OF EMOTIONS

WHAT INFLUENCES HOW WE FEEL



What is Emotional Regulation?

Emotional Regulation is the ability of an individual to modulate an emotion or a set of emotions.

Explicit emotion regulation requires conscious monitoring, using techniques such as:

- learning to construe situations differently in order to manage them better,
- changing the target of an emotion (e.g., anger) in a way likely to produce a more positive outcome, and
- recognizing how different behaviors can be used in the service of a given emotional state. (American Psychological Association)

In order to regulate your emotions, you need a clear understanding of the factors influencing how you feel.

PROTIP: You don't need to fully resolve a situation that's activating a threat response to recalibrate your brain. You just need to know the single next step you're going to take to work towards that resolution!

Try scheduling "figure that thing out" time in your calendar as a next step.

This gives the thoughts causing the stress response a "parking space" - you'll be able to relax, knowing you have a time set aside to figure it out.



ACCESS TO OUR PFC

QUALITY RELATIONSHIPS

EMOTIONAL INTELLIGENCE

#1 THING TO KNOW ABOUT YOUR BRAIN

> FEELINGS AT WORK

WHAT + WHY
OF EMOTIONS

WHAT INFLUENCES HOW WE FEEL

Three Primary "Influence Areas"

The three context categories that exert the most influence over how you feel.

BODY + MIND

The state of your body-brain machine and how you see and talk to yourself in your own mind

2 RELATIONSHIPS

The state of your personal and professional relationships, and how connected or disconnected you feel

ENVIRONMENT

Your cultural context, human and physical environment, and current personal and professional "happenings"



ACCESS TO OUR PFC

QUALITYRELATIONSHIPS

EMOTIONAL INTELLIGENCE

#1 THING TO KNOW ABOUT YOUR BRAIN

> FEELINGS AT WORK

WHAT + WHY
OF EMOTIONS

WHAT INFLUENCES HOW WE FEEL

CONCLUSION + RESOURCES



This emotional influence area is all about the state of your internal hardware (your body-brain machine) and software (what identity and mindset programs are you running most, or at the moment the emotion showed up?)

The state of your body-brain machine

- Biological imperatives (including connection)
- Biorhythms and resource matching
- Neurodiversity

Your inner dialogue

- Identity narrative/self-perception
- How you talk to yourself about yourself (and your life, work, future...)
- Growth vs. Fixed Mindset



2 SUCCESS FACTORS

ACCESS TO OUR PFC

QUALITYRELATIONSHIPS

EMOTIONAL INTELLIGENCE

#1 THING TO KNOW ABOUT YOUR BRAIN

> FEELINGS AT WORK

WHAT + WHY
OF EMOTIONS

WHAT
INFLUENCES
HOW WE FEEL

Positive Influences vs. Threat Response Triggers

Let's take a big picture look at what typically has a positive or constructive, helpful-to-you influence on how you feel, and what has the potential to trigger a "perceived threat" alarm.

Body + Mind Context that exerts a positive emotional influence:

A <u>well</u>-calibrated and maintained body-brain machine:

- You know and are able to meet your baseline biological needs
- You're familiar with and able to honor your specific brain's needs

A <u>constructive</u> identity-narrative (the way you see yourself leans towards safe and "good"):

- You are aware of and consistently practice cognitive behavioral tools like (destructive) thought-interruption
- You practice operating from a Growth Mindset, which literally rewires your brain to focus on what's possible
- You focus more on what's working than what isn't

Body + Mind Context more likely to trigger a threat response:

A <u>poorly</u>-calibrated and maintained body-brain machine:

- You aren't meeting your baseline biological needs (Are you hangry? Exhausted? Forgot your meds?)
- Your schedule conflicts with your natural biorhythms
- Your physical, mental or emotional energy is depleted

A <u>destructive</u> identify-narrative (the way you see yourself leans towards insecure - literally "not safe" - and "bad"):

- You're operating from a Fixed Mindset, which causes shame and constrains what you perceive as possible
- You consistently repeat to yourself everything that you're bad at, or you still haven't gotten done
- Your confidence is dependent on achievement, and you aren't currently achieving anything (or it's in process)

ACCESS TO OUR PFC

QUALITYRELATIONSHIPS

EMOTIONAL INTELLIGENCE

#1 THING TO KNOW ABOUT YOUR BRAIN

> FEELINGS AT WORK

WHAT + WHY
OF EMOTIONS

WHAT INFLUENCES HOW WE FEEL



This emotional influence area is all about the state of your relationships. We are social creatures by nature, and so the more we feel connected, included, and secure in our social placement, the better we feel - and the better our brains operate.

The state of your relationships

- How connected or isolated you feel
- How much you trust and feel trusted by others
- Your communication skills
- Your ability to set and enforce boundaries
- The current state of relationships with power differentials (your relationship with your boss or direct reports)

Your human environment

- The **current** "culture" of your daily environments (workplace, school, volunteer organization, etc.)
- Cultural, familial, and institutional narratives and values (and how well those match or your own)



2 SUCCESS FACTORS

ACCESS TO OUR PFC

QUALITY RELATIONSHIPS

EMOTIONAL INTELLIGENCE

#1 THING TO KNOW ABOUT YOUR BRAIN

> FEELINGS AT WORK

WHAT + WHY
OF EMOTIONS

WHAT
INFLUENCES
HOW WE FEEL

Positive Influences vs. Threat Response Triggers

Let's take a big picture look at what typically has a positive or constructive, helpful-to-you influence on how you feel, and what has the potential to trigger a "perceived threat" alarm.

Relationship Context that exerts a positive emotional influence:

The state of your relationships:

- You feel connected to your people
- Your colleagues keep you in the loop
- You prioritize developing your communication skills
- You know your limits, and are comfortable setting healthy boundaries and having honest conversations
- Your boss offers constructive feedback that supports your growth

Your human environment:

- Your daily work experience mirrors company values
- Leadership promptly and transparently communicates direction shifts, and changes are supported by a strategic plan that considers the "human how"

Relationship Context more likely to trigger a threat response:

The state of your relationships:

- You feel isolated or disconnected from your people
- You feel you've lost the trust of your colleagues
- Conflict and communication feel like the same thing
- You aren't (comfortable) setting the boundaries that allow you to feel safe, respected, and valued
- You have a toxic boss who is neglectful at best and who actively demeaning at worst

Your human environment:

- Company values feel like lip service and don't match your daily experience
- Major changes in company policy or direction aren't being effectively, transparently communicated



ACCESS TO OUR PFC

QUALITY RELATIONSHIPS

EMOTIONAL INTELLIGENCE

#1 THING TO KNOW ABOUT YOUR BRAIN

> FEELINGS AT WORK

WHAT + WHY
OF EMOTIONS

WHAT
INFLUENCES
HOW WE FEEL

Your Environment

This emotional influence area is focused on what's happening right now, around you.

Are your emotions being negatively influenced by a project at work that doesn't have enough structural support, or by an upcoming election? Are they being positively influenced by the fact that it's a warm, sunny, short summer Friday?

Your immediate proximity

- Current personal or professional "happenings"
- The state of your daily **physical** environment(s)
- How well your daily physical environments match your preferences and meet your needs
- The weather, season, temperature, available light...

Your broader context

Current local, national, or global events
 (seasons and holidays, violet acts, natural disasters, community health concerns, elections, etc.)





2 SUCCESS FACTORS

ACCESS TO

QUALITY RELATIONSHIPS

EMOTIONAL INTELLIGENCE

#1 THING TO KNOW ABOUT YOUR BRAIN

> FEELINGS AT WORK

WHAT + WHY
OF EMOTIONS

WHAT
INFLUENCES
HOW WE FEEL

Positive Influences vs. Threat Response Triggers

Let's take a big picture look at what typically has a positive or constructive, helpful-to-you influence on how you feel, and what has the potential to trigger a "perceived threat" alarm.

Environmental Context that exerts a positive emotional influence:

Current personal or professional "happenings":

- You have something to look forward to (events, classes, date night, outing with close friends, your favorite band is touring)
- You have a consistent if flexible routine that feels good, honors your needs, and sets you up for success
- You have a comfortable-to-you level of autonomy about how you spend your time (you're involved in any planning)

Your daily physical environment:

- Your environment is physically safe, meets your physical needs (for light, space...), and affirms your identity
- The weather has been amazing all week
- You feel grounded from doing a little gardening last weekend

Your broader context:

- Your favorite holiday is coming up you can't wait to see your family and practice all your fave, nostalgic traditions
- The world is opening back up as the pandemic slows down

Environmental Context more likely to trigger a threat response:

Current personal or professional "happenings":

- Major changes at home or work (even if they're good!), like the company announcing layoffs, or your department getting restructured, or moving into a new apartment)
- Events that disrupt your daily routine or impact your environment (upcoming vacation, your car is in the shop)

Your daily physical environment:

- Your environment is cluttered, disorganized, dirty or you're not in control of sensory input in your daily spaces
- Your "work" and "home" spaces are poorly defined (#remotelife)
- The sun is hibernating and giving you all the SAD

Your broader context:

- Holidays aren't happy for everyone
- There was a natural disaster in your community
- You're surviving through a global pandemic (!!)

ACCESS TO OUR PFC

QUALITY RELATIONSHIPS

EMOTIONAL INTELLIGENCE

#1 THING TO KNOW ABOUT YOUR BRAIN

> FEELINGS AT WORK

WHAT + WHY
OF EMOTIONS

WHAT
INFLUENCES
HOW WE FEEL

Mind Management = a tool for every situation

Brain coaching focuses heavily on **understanding how our brains work**, learning what emotions are (and how they've evolved to **serve** us), and **developing our EQ**. I hope this white paper has given you insight into why **this knowledge and these skills are so critical**.

MM supports your growth across multiple skill areas:

- Internal EQ: participants ability to identify and regulate their own emotions (and to manage their brain-body machines in a way that leads to less NEED to regulate)
- External EQ: participants ability to recognize and influence others' emotions
- Energy restoration and management (less burnout and better performance)

- Strategic decision-making, goalsetting, and planning with the "Human How" in mind (designed to succeed)
- Growth Mindset and building a sustainable confidence practice
- Resiliency/ability to adapt to change
- Leadership/management skills that solve the person, not the problem

2 SUCCESS FACTORS

ACCESS TO OUR PFC

QUALITY RELATIONSHIPS

EMOTIONAL INTELLIGENCE

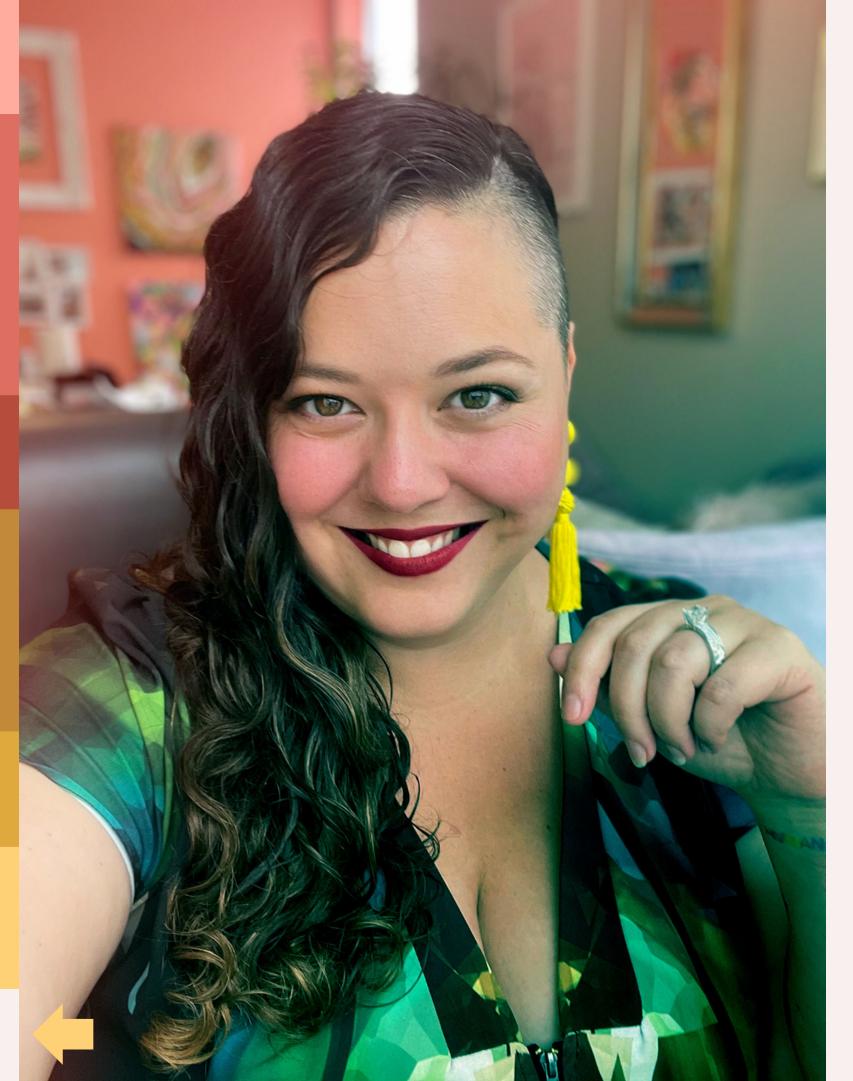
#1 THING TO KNOW ABOUT YOUR BRAIN

> FEELINGS AT WORK

WHAT + WHY OF EMOTIONS

WHAT INFLUENCES HOW WE FEEL

CONCLUSION +
RESOURCES



Interested in working with me?

I'd love to be a partner in your progress!

Learn more about what Rowan Coaching offers at www.rowancoaching.com.

-or-

Reach out to me directly! colleen@rowancoaching.com

2 SUCCESS FACTORS

ACCESS TO OUR PFC

QUALITY RELATIONSHIPS

EMOTIONAL INTELLIGENCE

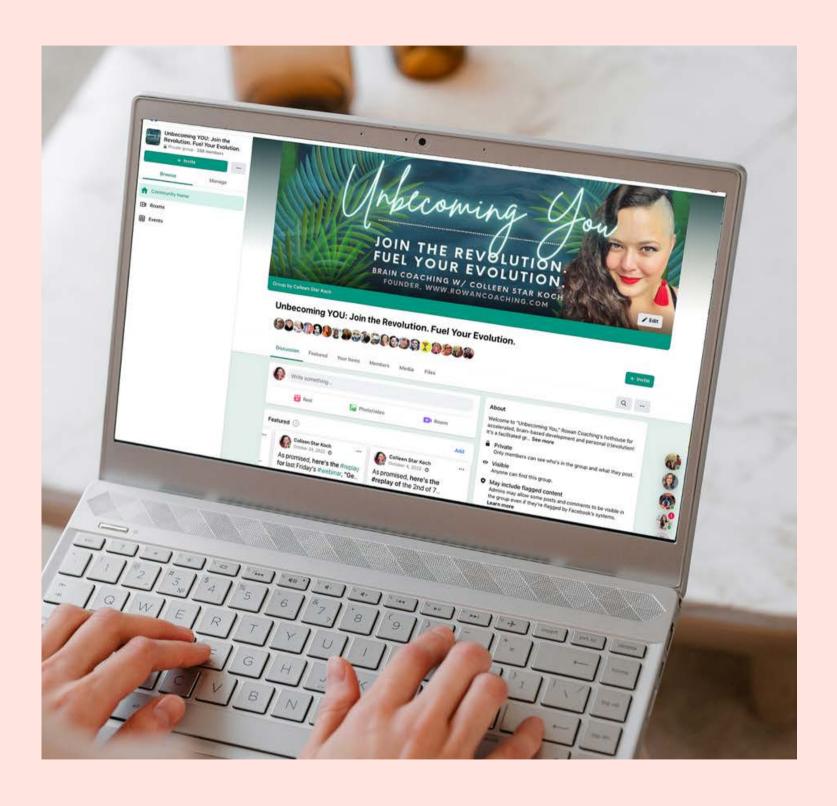
#1 THING TO KNOW ABOUT YOUR BRAIN

> FEELINGS AT WORK

WHAT + WHY
OF EMOTIONS

WHAT INFLUENCES HOW WE FEEL

Join the Revolution. Fuel your Evolution.



Join my free, private coaching community on Facebook for free and accessibly-priced brain coaching content designed to support your evolution in YOUR favorite self.

WHAT YOU'LL FIND IN THE GROUP:

- Brain-based tools, tips, and other life/work hacks
- Expert interviews and Q&As
- Free/low-cost workshops + webinars
- A community of people-in-progress
- Solidarity, normalization, and a safe space to ask hard questions
- and much more!

www.facebook.com/groups/unbecomingyou

