



THE EQ EDGE *Sustainment Plan*

ARTICLES TO ENGAGE YOUR TEAM IN DISCUSSION:

1. [Practicing Emotional Intelligence](#)

- This booklet includes six ideas to continue practicing emotional intelligence.
- Have each member comment on which of the ideas resonated with them the most and why?

2. [Calming Your Brain During Conflict](#)

- Have team members reflect on a recent conflict they have experienced.
- Out of the 4 steps: Which served them well (or could have served them well)?

3. [The Future of Leadership is Kindness](#)

- What are your initial reactions to this article and the idea of a new leadership style?
- How well do you manage the tension between leading assertively AND leading with kindness and empathy?



PODCASTS TO DISCUSS:

1. [Permission to Feel](#) – In this episode, learn how emotional literacy – being able to recognize, name, and understand our feelings – affects everything from learning, decision making, and creativity, to relationships, health, and performance.

2. [The Power of Emotional Courage to Transform Your Habits](#) - In this podcast, Peter Bregman explains some fascinating psychology relating to how our emotions play into our habits and relationships. Some questions that get discussed in this episode:
 - What do you do when you're still mad about something a day later?
 - Is it important to express how you feel?
 - Is it possible to never feel anger or frustration?
 - How can goal setting harm your performance?
 - How do you coach someone to accept reality and change their expectations?
 - Why do you consider criticism a gift?



PODCASTS to check out:

- Unlocking Us with Brené Brown
- The Happiness Lab with Dr. Laurie Santos
- Work Life with Adam Grant
- How to be a Better Human with host Chris Duffy

BOOKS to check out:

- Anatomy of the Heart (Brené Brown)
- Think Again (Adam Grant)
- The EQ Edge (Howard E. Book & Steven J. Stein)
- Permission to Feel (Marc Brackett)
- Positive Intelligence (Shirzad Chamine)

⇒ [Take the quiz](#)

⇒ [Watch the TedTalk](#)



ACTIVITIES TO TRY WITH YOUR TEAM:

ABCDE Method

1. Start by sharing the [ABCDE handout](#) with the group and have each team member read through and fill in the boxes on page 2 using a recent upsetting situation.
2. Next, have them pair up and discuss the process.
 - What was that like?
 - What did you learn?
 - Where would this process be beneficial?

Emotional Awareness Exercise

1. [Share this document](#) prior to your next team meeting and be clear that team members must complete the exercise before the meeting.
2. At your meeting, have the group pair up (or possibly trios) and share their reaction to the process of uncovering false beliefs around emotions that we experience.

Empathy Exercise

1. Talk through the [Empathy Misses](#) in this document.
2. Discuss the following questions:
 - When you were on the receiving end of an empathic miss, how did it feel?
 - When you have missed or messed up empathy with a friend, how did it feel?
Knowing what you know now, what would you do differently?

BONUS: How to be empathetic in an increasingly online world

1. [Check out this resource](#) from RingCentral that provides 2 great Empathy Tips when working virtually, and 4 Empathy Exercises that you may want to try with your team.