Unlocking the Power of Emotions to Help our Kids, Ourselves, and our Society Thrive

PERMISSION TO FEEL

Marc A. Brackett, Ph.D.
Director, Yale Center for Emotional Intelligence
Professor, Yale Child Study Center
marcbrackett.com

How are you feeling?

A Brief History

1990  First scholarly article on emotional intelligence (Salovey & Mayer)
1995  Emotional Intelligence (Goleman)
1999  CASEL (Collaborative for Academic, Social & Emotional Learning)
2000- Emotional intelligence assessments, interventions, consulting services, & coaching programs
2018  Aspen Institute’s National Commission on Social, Emotional, Academic Development release “report to the nation”.
2019  90% of educators believe SEL is important, many implementing programs

Why, then….

• Anxiety and ‘stress’ are at all time highs
• Depression is the leading cause of disability worldwide
• Bullying rates have flattened (and gone up in some cases)
• Engagement in school and at work are very low
• Burnout and job dissatisfaction are at record highs
• People are afraid to have difficult conversations and be truthful about how they feel at work
• Loneliness is at all time highs

Reasons why we haven’t had impact

• There is a prevailing misunderstanding that emotions are weak
• There is a lack of “real” emotional intelligence (EI) training
• Less face-to-face time than ever before
• EI, when implemented, is often done in a fragmented, piecemeal way
What are your thoughts about why SEL hasn’t had desired impact?

Life is an emotional roller coaster

How High School Students Feel

How College Students Feel

Envious

Strongest correlate is LONELINESS

How Educators Feel
School Climate and Teacher Outcomes

Unhealthy School Climate → Greater Negative Emotions

Greater:
Burnout
Stress-related Absences
Sleep Troubles
Mental Health Problems
Body Mass Index (BMI)

How People in the Workplace Feel

Our students, educators, and workforce are spending 70-80% of their days in the RED and BLUE.

While the goal is NOT to be in the YELLOW and GREEN all of the time, we need greater balance!

Out of Balance

HOW WE FEEL IS

stressed
frustrated
anxious
overwhelmed
bored
tired
exhausted
lonely
depressed
excited
happy
joyful
fulfilled
calm
satisfied

101 123 456

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Our Vision

To use the power of emotions to create a healthier and more equitable, innovative, and compassionate society

Emotions Matter

• Attention, memory, and learning
• Decision making
• Relationship quality
• Physical and mental health
• Performance and creativity

Emotion Scientist vs. Emotion Judge

An Emotion Scientist...
• Is open, curious, and reflective
• Views all emotions as information
• Is in learner mode (investigates)
• Wants to get “granular”
• Has a “growth mindset”

An Emotion Judge...
• Is critical, closed, and ignores emotion
• Views emotions as “error”
• Is in knower mode (makes attributions)
• Clumps emotions as good or bad
• Has a “fixed mindset”

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The RULER Skills

- Recognizing emotions in self and others
- Understanding causes and consequences of emotions
- Labeling emotions accurately
- Expressing emotions
- Regulating emotions effectively

EI Among Youth

Lower in EI:
- Conduct problems
- Aggressive behavior
- Hyperactivity/attention problems
- Risky sexual behavior
- Substance abuse
- Social deviance
- Anxiety/depression

Higher in EI:
- Empathy
- Well-being
- Quality relationships
- Prosocial behavior
- Satisfaction with school
- Leadership skills
- Academic achievement

EI Among Educators

- Have greater sensitivity and empathy
- Are rated as more effective
- Receive higher performance ratings
- Are less stressed and burnt out
- Have greater job satisfaction
- Build more positive classroom climates
- Have students who perform better

Leader EI Matters!

Low EI
- Anxious
- Overwhelmed
- Frustrated
- Tired

High EI
- Happy
- Excited
- Calm
- Focused

The Big 7

- Mindful breathing
- Sleep
- Nutrition
- Exercise
- Building and maintaining positive relationships
- Doing things that are meaningful to you (hobbies/entertainment)
- Positive self-talk, including self- and other-compassion, acceptance, reappraisal, visualization, & problem-solving

EI is not so soft!

30 - 40% of jobs require soft skills

42% of employers believe new graduates are adequately prepared for the workforce, especially with social and emotional skills
Social and Emotional Learning

Moving from a piecemeal approach...

- Rules
- Assemblies
- Classroom kits
- Simple lessons
- Flavor of the month

...to a systemic approach

The RULER Approach

The Charter

Too Many Rules, Not Enough Feelings

The Mood Meter

The Mood Meter
The Mood Meter

The Mood Meter App
www.moodmeterapp.com

The Meta-Moment

The Blueprint
From Me to We

RULER in Middle and High School

Who am I?
(mindset, personality, motivation)

Where do I want to go?
(visioning, goal setting)

What do I need to get there?
(critical thinking, creativity, emotional intelligence, wellbeing)

RULER is Aligned with Standards

Social and Emotional Learning
Example: Recognize and accurately label emotions and how they are linked to behavior.

Common Core
Example: Determine or clarify the meaning of unknown and multiple-meaning words and phrases based on grade-level reading and content.

Teaching Tolerance Social Justice
Example: I know everyone has feelings, and I want to get along with people who are similar to and different from me.
RULER Phases of Implementation

- Readiness/Planning
- Staff Personal and Professional Learning
- Student Implementation and Family Engagement
- Sustainability and Innovation

Train-the-Trainer Model

- Two day institute at Yale or at district if > 25 schools
- Coaching support
- Online RULER community with all staff resources and curriculum
- Yearly conference

RULER Makes a Difference!

**Students**
- Less anxious and depressed
- More developed emotional skills
- Fewer attention problems
- Better academic performance
- Greater leadership skills

**Teachers**
- More engaging, supportive, and effective
- Less burnout and greater job satisfaction

**Classrooms/Schools**
- More positive climates and less bullying

RULER (College) Makes a Difference!

"I never thought a Yale class could make me feel an emotion other than inferiority. Glad I was wrong!"

"This course gave me a sense of waking up from a long dream. I had this feeling of not actually being alive or 'here' for many years and now I feel that I am out of my slumber. If I had to describe the way I saw my life in colors, before it would be a pale gray and now it would be a bright white. Almost as if I had a new blank canvas to put vibrant colors on, this course taught me that one can improve and detoxify through paying attention to one of the most basic principles of living."

Let's Put It All Together!

- Acknowledge that all emotions are information
- Give yourself & others the Permission To Feel
- Strive to become an emotion scientist, not an emotion judge
- Learn and refine the skills of emotional intelligence (i.e., RULER)
- Appreciate that developing emotional intelligence is harder than learning traditional "hard" skills (it’s life’s work!)
- Focus on systemic change & embrace its complexity
- Don’t give up building a healthier, more equitable, innovative, & compassionate society so all children (& adults) can achieve their dreams