


PERMISSION TO FEEL

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

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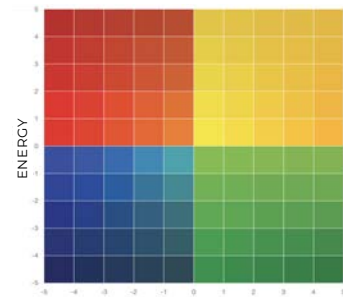
Marc Brackett, Ph.D.

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 @RULERApproach
 @YaleEmotion
 #PermissionToFeel

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 (info, book, blog)

1

How are you feeling?



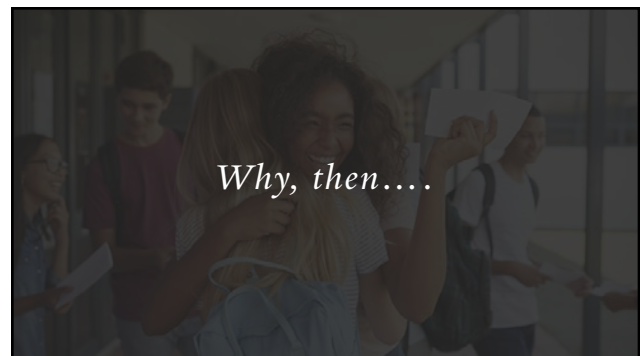
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A Brief History

1990	First scholarly article on emotional intelligence (Salovey & Mayer)
1995	<i>Emotional Intelligence</i> (Goleman) CASEL (Collaborative for Academic, Social & Emotional Learning)
1999	Positive psychology movement
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



3




Why, then....

4

Why, then, is this the case?


- Anxiety and 'stress' are at all time highs
- Depression is the leading cause of disability worldwide
- Bullying rates have flatlined (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



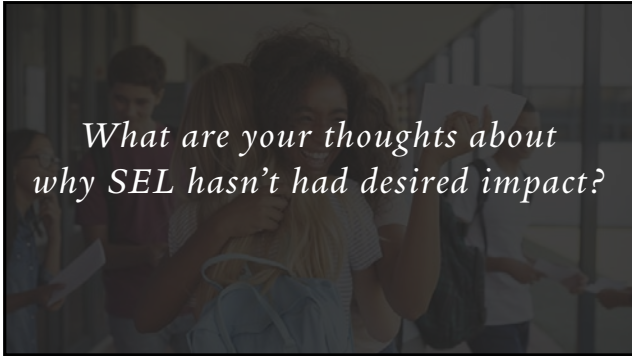
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Reasons why we haven't had impact

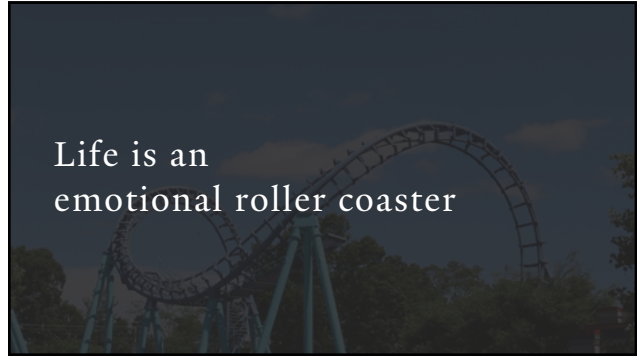
- There is a prevailing misunderstanding that emotions are weak
- There is a lack of "real" emotional intelligence (EI) training
- Less face-to-face time than ever before
- EI, when implemented, is often done in a fragmented, piecemeal way



6



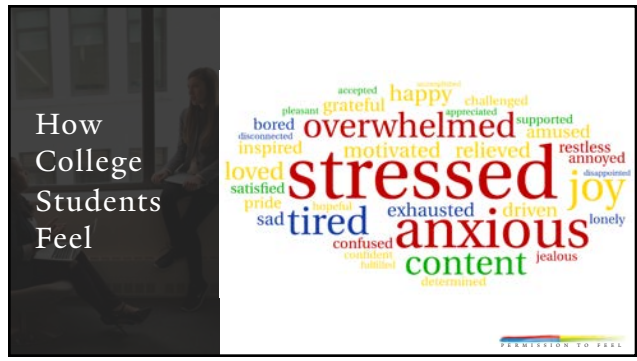
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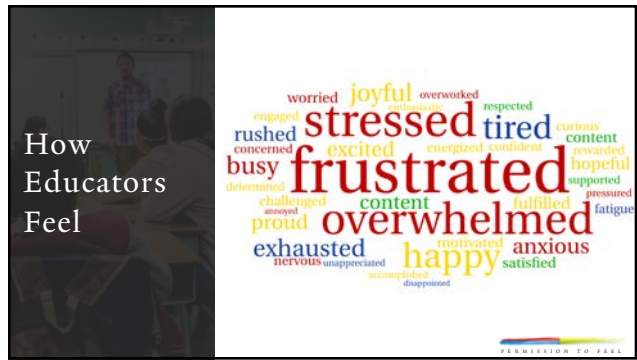
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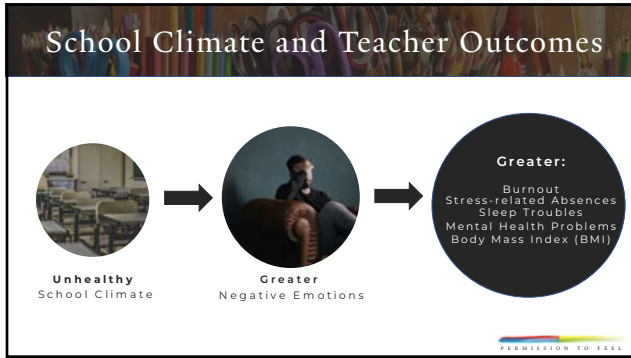
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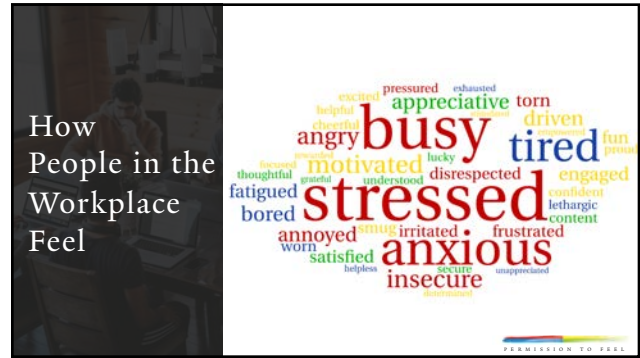
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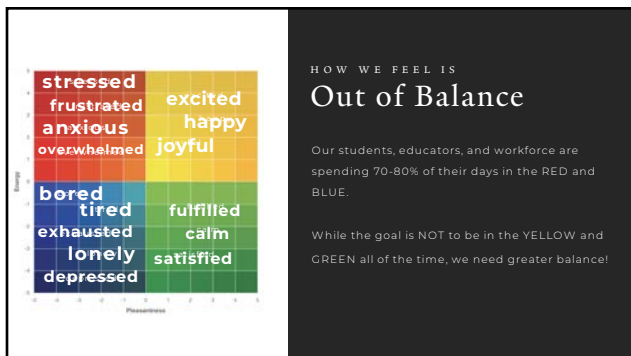
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13



14



15

Our Vision

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

16

Emotions Matter

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

17


Emotion Scientist vs. Emotion Judge

<p>An Emotion Scientist...</p> <ul style="list-style-type: none"> • Is open, curious, and reflective • Views <i>all</i> emotions as information • Is in learner mode (investigates) • Wants to get "granular" • Has a "growth mindset" 	<p>An Emotion Judge...</p> <ul style="list-style-type: none"> • 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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18

The RULER Skills


- R**ecognizing emotions in self and others
- U**nderstanding causes and consequences of emotions
- L**abeling emotions accurately
- E**xpressing emotions
- R**egulating emotions effectively



19

EI Among Youth



<p>Lower in EI:</p> <ul style="list-style-type: none"> • Conduct problems • Aggressive behavior • Hyperactivity/attention problems • Risky sexual behavior • Substance abuse • Social deviance • Anxiety/depression 	<p>Higher in EI:</p> <ul style="list-style-type: none"> • Empathy • Well-being • Quality relationships • Prosocial behavior • Satisfaction with school • Leadership skills • Academic achievement
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20

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

21

Leader EI Matters!

<p>Low EI</p> 	<p>High EI</p> 
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22

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



23

EI is not so soft!

Results from the study The Class of 2030 and Life-Ready Learning – conducted in collaboration with Microsoft and McKinsey & Company's Education Practice

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



24

Social and Emotional Learning

Moving from a piecemeal approach...

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

...to a systemic approach

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25

The RULER Approach

STRATEGY	STAKEHOLDERS	AIMS	IMPACT
<ul style="list-style-type: none"> • Adult personal and professional learning • Schoolwide tools, Pre-K to 12 classroom resources, and OST resources • Online platform and coaching support • Monitoring and evaluation tools 	<ul style="list-style-type: none"> • Administration and school board • Educators and staff • Families • Students 	<p>Individual-level</p> <ul style="list-style-type: none"> • Enhanced mindset ("emotions matter") • Deepened social and emotional skills <p>Setting-level</p> <ul style="list-style-type: none"> • Healthier emotional climates in schools and homes • SEL-infused pedagogy, practices, and school-wide policies 	<ul style="list-style-type: none"> • Increased engagement and performance • Better-quality relationships and less bullying • More responsible decisions and behavior • Better stress management and greater well-being

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26

Anchors of Emotional Intelligence

Charter

Mood Meter

Meta-Moment

Blueprint

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27

The Charter

Too Many Rules, Not Enough Feelings

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28

The Mood Meter

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29

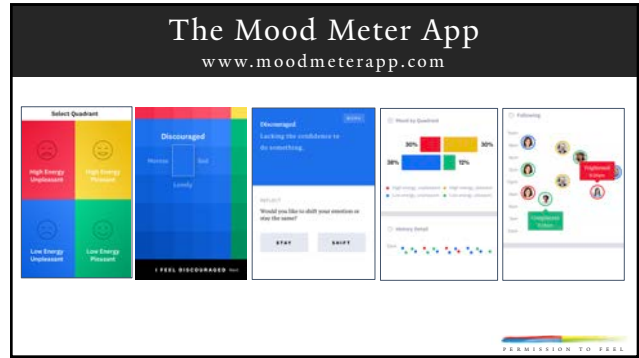
The Mood Meter

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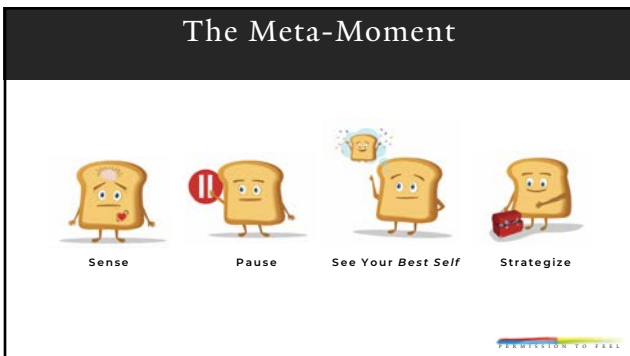
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31



32



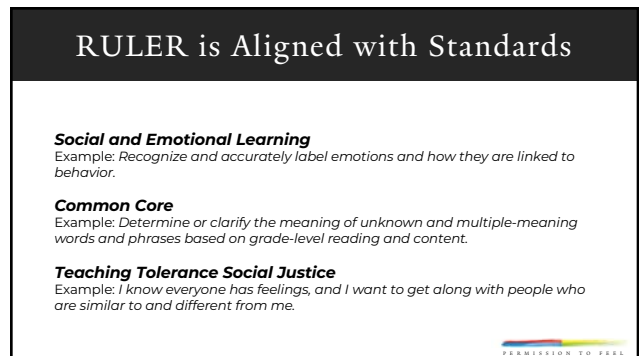
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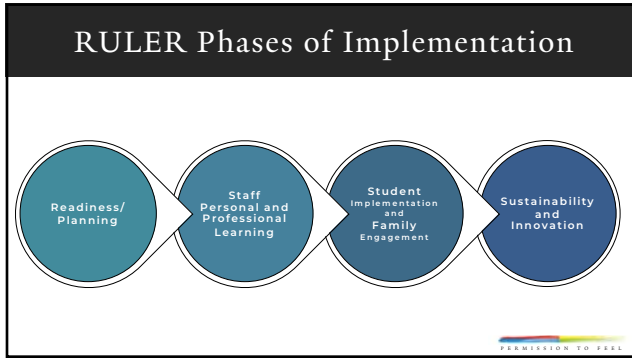
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35



36



37

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

38

RULER Makes a Difference!

<p>Students</p> <ul style="list-style-type: none"> • Less anxious and depressed • More developed emotional skills • Fewer attention problems 	<ul style="list-style-type: none"> • Better academic performance • Greater leadership skills
<p>Teachers</p> <ul style="list-style-type: none"> • More engaging, supportive, and effective • Less burnout and greater job satisfaction 	
<p>Classrooms/Schools</p> <ul style="list-style-type: none"> • More positive climates and less bullying 	

39

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."

40

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

41

Book, Blog, Media
marbrackett.com

RULER Training
rulerapproach.org

Yale Center for EI
ei.yale.edu

Mood Meter App
moodmeterapp.com

Contact information
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THANK YOU!

42