

Telka's Tools

10 Emotional Management Skills

*“No hurt survives for long without our help,”
She said and then she kissed me and sent me out to play again
for the rest of my life.*

Brian Andreas

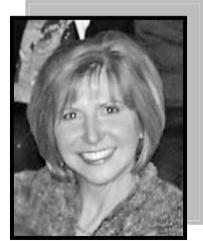
Transform Anger into Insight

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Disclaimer: This material is not a substitute for a medical or psychiatric evaluation or treatment. This information is designed to complement medical treatment. Feel free to take this workbook with you to your health care provider as you discuss options for managing your emotions, understanding yourself choices and coping with stress. If you or a loved one experiences a medical/psychiatric emergency call 911 or report to your nearest emergency room immediately.

Nail in the Fence

There once was a little boy who had a bad temper. His father gave him a bag of nails and told him that every time he lost his temper, he must hammer a nail into the back of the fence.

The first day the boy had driven 37 nails into the fence. Over the next few weeks, as he learned to control his anger, the number of nails hammered daily gradually dwindled down. He discovered it was easier to control his temper than to drive those nails into the fence.

Finally the day came when the boy didn't lose his temper at all. He told his father about it and the father suggested that the boy now pull out one nail for each day that he was able to control his temper. The days passed and the young boy was finally able to tell his father that all of the nails had been pulled from the fence.

The father took his son by the hand and led him to the fence. He said, "You have done well, my son, but look at the holes in the fence. The fence will never be the same. When you say things in anger, they leave a scar just like this one. No matter how many times you say you are sorry, the hole is still there."

Author Unknown



A Native American tribal leader was describing his own inner struggles. He said, "There are two dogs inside me. One of the dogs is mean and evil. The other dog is good. The mean dog fights the good dog all the time.

Someone asked him which dog usually wins and after a moment's reflection, he answered, "The one I feed the most."

Native American tale as told by
Author Harold Kushner in *Living a Life That Matters*

10 Emotional Management Skills

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Taking Responsibility

Cognitive Behavioral Therapy teaches you to become aware of & take responsibility for your thoughts, emotions and actions. *Coping* refers to successfully working through your uncomfortable thoughts and emotions. To cope successfully, you must first take responsibility for your emotions, rather than blame them on the people or circumstances that triggered them.

You may not always choose what happens to you (stress, criticism, injustice, betrayal, crime, violence, accidents/injury or loss) **and you may not always choose how you feel** (fearful, guilty, worried, insecure, jealous, lonely, sad, resentful or angry) **but you always choose your response to your emotions and to the events that triggered them.**

Stimulus = Acknowledge what is happening *internally and externally*.

Internal = *your own feelings & thoughts*

Examples: Internal Stimulus

Stress/anxiety/depression/grief
 Anger/resentment/blame
 Guilt/shame/insecurity
 Worry/doubt/fear/jealousy
 Fatigue/insomnia/weight gain
 Illness/chronic pain/vulnerability

External = *other people & events*

Examples: External Stimulus

Arguments/conflict/bullies
 Deadlines/grades/demands
 Clutter/paperwork/mess
 Difficult people/gossip/family
 Toxic workplace/unemployment
 Debt/bankruptcy/foreclosure
 Accidents /injury/illness
 Caregiver stress/hospice
 Separation/divorce
 Loss/death

**You
 have
 A
 choice**

**Responsible
 means:
 You are
 ABLE to
 CHOOSE
 Your
 Response.**

**What
 is
 your
 intent?**

Response

What do you choose?

- (Fight) Blame/Anger/Rage**
 Feeling stuck in blame, anger, and resentment. Pointing fingers outward— waiting for “them” to change.
- (Freeze) Wounded/Victim/Martyr**
 Comparing, competing, criticizing, complaining. Feeling stuck, helpless, inferior, worried and afraid. Waiting to be helped, rescued or saved.
- (Flight) Avoid/Deny/Escape with bad habits and self-defeating behaviors.** Quick fixes/denial & avoidance. **Excessive** working, social media, eating, cleaning, spending, clutter, gambling, porn, **unhealthy relationships**— (obsessing about other people) gossip, affairs, domestic violence, smoking/drinking/drug abuse.
- Cope: Dignity & Self-Respect**
Align thoughts & actions with your values
 - Choose healthy coping skills
 - Problem solve
 - Role model: Lead by example
 - Be the change you seek

“Between stimulus and response there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom.” Viktor Emil Frankl, M.D., Ph.D. (26 March 1905 – 2 September 1997) was an Austrian neurologist and psychiatrist as well as a Holocaust survivor and author of *Man's Search for Meaning*

Stimulus → Choice → Response

What does this actually mean and how does it apply to you? Let's take a few moments to process the information on the previous page.

Have you worried about what other people will think?

Ever felt too afraid to address conflict?

What is the best way to stop worrying and to start addressing conflict?

How do you heal the thought that you "are not good enough"?

How can you cope with feelings of anger, jealousy or betrayal?

What is the right way to think, feel or act when someone disrespects you?

How do you trust and love again after a broken heart?

If you have always thought this way, how do you choose differently now?

Stimulus: Notice the left column depicted on the previous page. **Stimulus refers to everything inside and outside of your body.** The stimulus is what triggers your response. Everything listed in stimulus column is *out of your control*. You don't get to choose the automatic thoughts and emotions that pop into your awareness—those are controlled by the limbic system. **Internal stimulus** refers to everything happening inside your body automatically: thoughts, emotions and physical bodily sensations. The limbic system functions without your consent. The hair will stand up on the back of your neck whether you want it to or not. Your pulse rate increases without consulting you. You have no control over the irrational, emotional or judgmental thoughts that spontaneously pop into your head. Just because a thought pops in, doesn't mean your thought is true.

External stimulus refers to everything outside of your body including other people's thoughts, emotions and actions, and literally everything else. When an external stimulus such as a rude person, a challenging task or stressful event triggers your uncomfortable thoughts and emotions, it is easy to believe that those thoughts and feelings are facts. If you *feel* like a failure, then in your mind, it must be true. But the truth is that someone's rudeness represents his or her social skills, it is not about you. Mistakes are human. Everyone faces life-challenging events. Just because you "*feel*" inferior, defeated or alone, does not mean that it is true.

Thoughts are not truths. Feelings are not facts.

Notice the "**Response**" column on the right, depicted on the previous page. **Responsible means response + able, you are able to choose your response.** Becoming aware of your thoughts and emotions creates choices. Your brain's frontal lobe allows logic and reason to transform emotions into insight. You may choose how you wish to respond to the awareness of your thoughts and emotions. Not all choices are healthy. Responses such as fight (anger, blame, resentment), flight (avoid, escape and denial) and freeze (wounded victim) may cause problems. A healthy coping response to emotional triggers, also known as *emotional self-regulation*, requires that you pause long enough to think rationally before you react.

You can only select your own response—you can't make choices for other adults. Only focus on what you can do with your own emotions, thoughts and actions. Your response to stress should align your thoughts and actions with *your values*. Each adult has the right to make his/her own choices using his/her own standards.

Stimulus, → Response → ANGER!!!!?

The first emotional response we will focus on is anger. You might not call it anger. You may prefer to say that you get annoyed, irritated, cross or impatient. Perhaps you describe your anger as salty, snippy, agitated, hot, heated, furious, or pissed off. Whatever you call it, there are times when you lose your cool. We all do. Take a moment to reflect on the times when you are not calm....what triggers your response?

What Makes You Mad? Check all that apply

- | | | |
|---|---|--|
| <input type="checkbox"/> Other drivers/traffic | <input type="checkbox"/> High prices | <input type="checkbox"/> Personal failure |
| <input type="checkbox"/> Stupid people | <input type="checkbox"/> Phone solicitation | <input type="checkbox"/> Lack of help |
| <input type="checkbox"/> Mistakes, imperfection | <input type="checkbox"/> Disrespect | <input type="checkbox"/> Misbehaved kids |
| <input type="checkbox"/> Computer trouble | <input type="checkbox"/> Drinking | <input type="checkbox"/> Bad bosses |
| <input type="checkbox"/> Messes, clutter | <input type="checkbox"/> Tardiness | <input type="checkbox"/> Bad employees |
| <input type="checkbox"/> Incompetence | <input type="checkbox"/> Lies/liars | <input type="checkbox"/> Toilet seat positioning |
| <input type="checkbox"/> Unfairness | <input type="checkbox"/> Being ignored | <input type="checkbox"/> Inconsiderate people |
| <input type="checkbox"/> Favoritism | <input type="checkbox"/> Misunderstanding | <input type="checkbox"/> Loud cell phone talkers |
| <input type="checkbox"/> Misplaced, lost items | <input type="checkbox"/> Interruptions | <input type="checkbox"/> Political incorrectness |
| <input type="checkbox"/> Waiting, delays | <input type="checkbox"/> Laziness | <input type="checkbox"/> Procrastination |
| <input type="checkbox"/> Smoking | <input type="checkbox"/> Rudeness | <input type="checkbox"/> Losing |

What else make you mad? _____

Why do you get soooo angry? Three Reasons Why

The easiest way to learn why you get so angry is to think about your brain, biology and survival. The human fight, flight, or freeze response may trigger you or someone you love to react like a trapped animal—attacking first (verbally or physically) *without thinking*.



1. Physical Danger: We are a human. As a species, our anger response is designed to help during threats of physical danger and vulnerability. Anger signals a series of chemical reactions in the body that trigger “*fight, flight or freeze*.” As a predator attempts to kill and eat us, our anger response helps us move faster, fight harder or play dead. This anger response is necessary. It helps us avoid becoming lunch.

2. Physical Vulnerability: Just like a wounded animal, when the human body is vulnerable, aggression serves as a protective device to distance others. Blood sugar and hormone levels, chronic pain and fatigue are just a few conditions that create physical challenges. When humans become overly tired, uncomfortably hungry or suffer with chronic pain, body chemistry signals aggression to protect this vulnerability.

3. Emotional Vulnerability: In addition to physical protection, human anger also serves as an *emotional* protection. By focusing attention outward, anger and blame create a defense against identifying and experiencing more fragile and painful human emotions such as fear, anxiety, shame, grief, depression and hopelessness. Emotional vulnerability includes **limited coping skills, unrealistic expectations, narcissistic entitlement, projection, displacement** and those emotionally painful **deeper core issues**. Sound confusing? Need skills? Read on.

Emotional Management Tool #1 Emotional Onion Tool

To improve the ability to manage aggression and other distressing, disturbing emotions, three things need to happen.

- 1.) **You must be safe.** (Resolve physical danger). Humans will not relax and remain calm when hunted by predators. If your life is in danger, please seek safety before working on emotional management skills.
- 2.) **You must address your physical needs.** (Prevent physical vulnerability). Get enough rest. Stop excessive use of caffeine, sugar, alcohol, marijuana and illegal drugs. Practice good nutrition and maintain an active, healthy, lifestyle.
- 3.) **You must raise your emotional intelligence (EIQ).** (Resolve emotional vulnerability.) Emotional self- regulation skills increase your EIQ.

Helpful Terms to Understand

Emotional IQ: refers to your ability to accurately label and understand your own emotions.

Emotional Self-Regulation: refers to your ability to cope with and manage your own emotions.

Emotional Dysregulation: refers to an emotional response that does not fall within the conventionally accepted range of emotive response. ED is more commonly known as *mood swings*. Examples: angry outbursts (yelling, screaming) or tantrums (slamming, banging, throwing or destroying objects). ED may escalate to aggression toward others including pushing, slapping— aggressive physical violence or threats of harm toward self or others. These variations may occur within seconds, minutes or hours. Emotional dysregulation may lead to behavioral problems that interfere with social interactions and relationships at home, school or work.

The ***Emotional Onion tool*** guides you through a checklist of questions (peeling the layers) designed to transform distressing emotions such as blame, worry, frustration and anger into opportunities for insight and self-awareness. Just like peeling an onion, as you work through the layers, tears may appear.

Calming yourself down, then asking the right questions (peeling the layers of the emotional onion) requires an ability to use your logic and reasoning skills. Accessing your logic and reasoning allows you to rise above the fight or flight response. Taking a few deep breaths brings oxygen to the brain, calming it enough so that it can think rationally....becoming more human and much less beastie.

Ask yourself a series of questions to improve your Emotional IQ.

How do my own thoughts and feelings influence the choices I make?

Exactly what is happening in this moment? (Observe the facts. Reality without exaggeration.)

Look for danger: Is my life or my safety threatened? Am I in real danger when I feel angry?

Physical cues: Am I triggered by hunger, fatigue, hormones, pain or another medical condition?

Now try this:

Create inner peace by taking another moment to breathe, relax your muscles, slow your mind.

Allow oxygen to fill the nostrils, the lungs, and the brain. Oxygen calms the beast.

Let deep breathing soothe tight muscles, impatience, irritation, annoyance and anger.

Mindfully peel the layers of the emotional onion to transform your anger to insight.

As you attempt to peel your layers, you may notice an urge to blame someone or something for your feelings of impatience, judgement, irritability, anxiety, insecurity, jealousy, guilt or anger.

BLAME focuses attention outward → away from insight.

I got angry because.....



“They made the mess!”

“They disrespected me!”

“They did not listen to me!”

“They were not doing what they were supposed to do!”

“They deserved it!”

“It’s only fair when I yell at you, she said to me once.

You had a better childhood.”

Brian Andreas

BLAME → creates a cycle of justifying, rationalizing and defending emotional upset, pain, or anger rather than working through it.

It is true that people, circumstances, and life are not always fair.

It may be true that you are right and they are wrong.

Perhaps they really did rotten, terrible things.

Now what? What is your intention?

Do you want to justify, defend and excuse your yelling, name calling and verbal abuse?

Repeat your tantrums?

Do you intend to remain stuck in anger, blame and resentment....waiting for them to change?

Would you rather use insight to transform your anger into a learning opportunity?

Would you like to raise your emotional IQ and improve your emotional self-regulation skills?

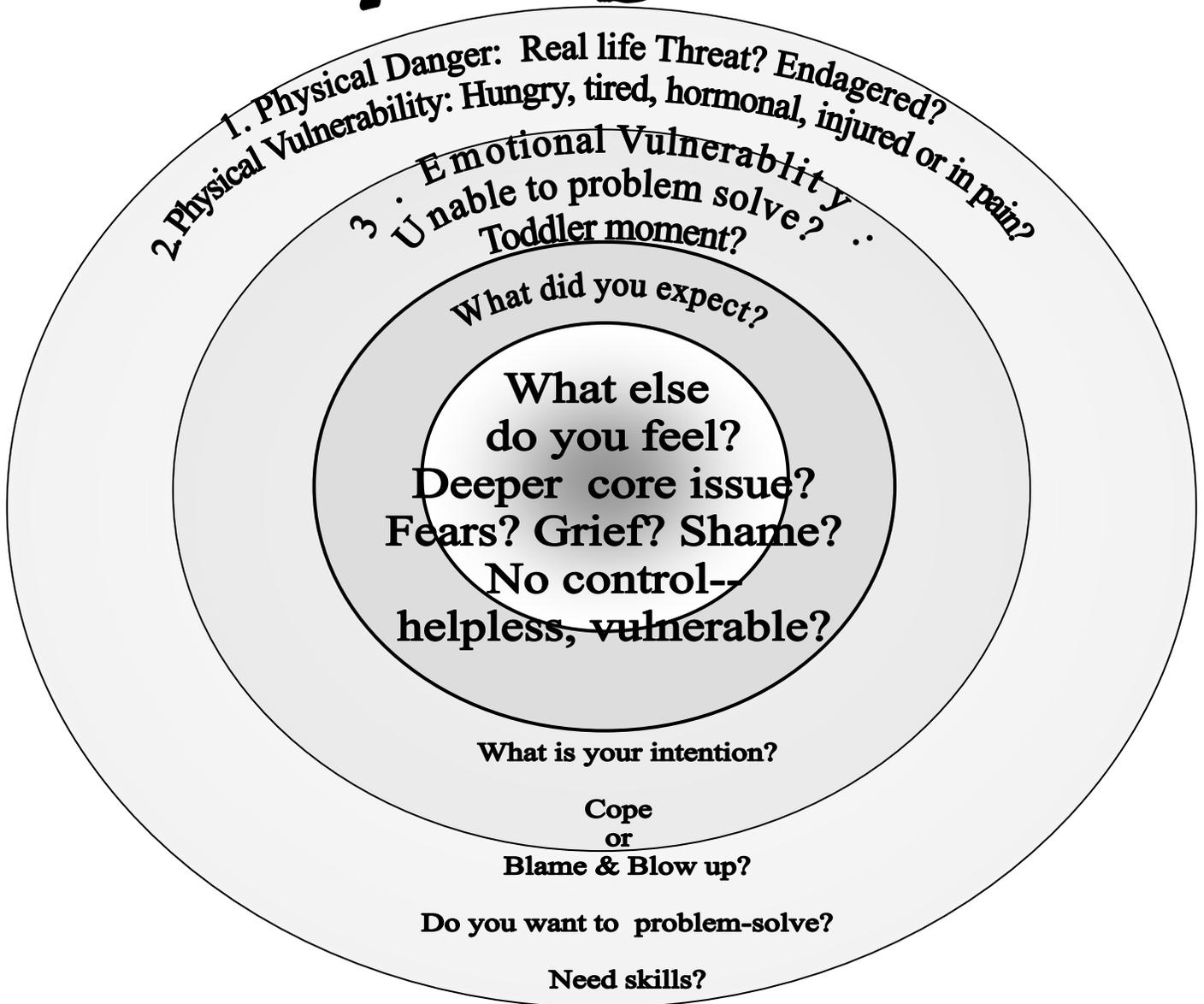


****“Remaining angry, it is like drinking rat poison and waiting for the rat to die.”***

*This quote is a slightly different version of a quote attributed to author Anne Lamott. The original quote is “Not forgiving is like drinking rat poison and then waiting for the rat to die.” — Anne Lamott, *Traveling Mercies: Some Thoughts on Faith*

Let's peel the layers of the emotional onion to transform anger into insight.

Work through the series of questions to discover what issues hide beneath anger



Assuming that your anger is not triggered by an actual death threat, you can practice logic and reasoning skills by digging through the layers of emotions and issues. Review the list of what makes you mad. Use the questions below to peel your emotional onion, transforming anger to insight. Check all that apply.

1. Physical vulnerability: Are you tired, hungry, or suffering low blood sugar, chronic pain, chemical or hormonal imbalance or other medical problem? Need a nap or a cookie? Need more oxygen to your brain— need to breathe?

2. Emotional vulnerability: Are you using blame to protect yourself from addressing more difficult, uncomfortable, conflictual or painful emotions such as fear, insecurity, shame, or grief?

“It is easier to yell at them, than it is to talk about how bad I feel about myself right now.”

“When I point out her flaws, I feel a bit superior.”

“I’ve always been insecure; controlling who he talks to makes me feel in control.”

“I use anger at my siblings to avoid the grief I feel over the loss of our parents.”

3. Unrealistic expectations: Did you take a moment to think first, making a reasonable prediction based on facts? Notice when you get stressed or upset by normal, predictable events such as:

The baby was fussy before nap, a toddler wet the bed, and a teenager had an attitude.

A dishonest person told a lie, a disorganized person made a mess, a loud person made noise. Traffic was backed up AGAIN. They are late AGAIN, or broke AGAIN, or drunk AGAIN.

**If it happened before, actually it happens a lot, why are you still getting upset each time?
What did you expect?**

4. Limited coping skills: (AKA Toddler Moment) Do you shut-down or blow-up rather than problem-solve? Examples: *Pouting, yelling, screaming, smashing, hitting or running away when stressed out or when something does not go your way.*

5. Narcissistic entitlement: Are you stressed out when you must accommodate others, wait, share or take turns? Examples: *Intolerance, impatience and irritability when rules & regulations, delays, traffic, or being told “NO” gets in YOUR way.*

6. Projected emotions: Rather than identify your own emotions or thoughts, do you instead project your emotions and thoughts onto others? Example: *“they think I am stupid” ... “they don’t like me” ... “they think I am fat, ugly or annoying.”*

7. Displaced emotions: Do you take your emotions out on someone or something that is safe or convenient, rather than the actual source? Example: *Directing anger toward your children because you are angry with your ex-spouse. Focusing frustration toward your partner or your siblings because of issues with your parents.*

8. “Taking things personally”: Do you take things personally? According to Don Miguel Ruiz’s book *The Four Agreements* *“Even when a situation seems so personal, even if*

others insult you directly, it has nothing to do with you. What they say, what they do, and the opinions they give are according to the agreements they have in their own minds.”

- **9. Deeper Core Issues:** Blame protects you from feeling your fragile, vulnerable and distressing emotions. Fragile emotions may also be triggered by unrealistic expectations or limited coping skills.

Examples of deeper, more distressing emotions:

Fear of not having control: perfectionism and the desire to maintain control over everything protects you from feelings of *vulnerability, fear, helpless, anxiety and shame.*

Abandonment: separation from your love source. Feelings of *insecurity, grief, loss, isolation, loneliness, fear of rejection, fear of being alone with yourself.*

Inadequacy and inferiority: “not----enough”: more separation from your love source. Feeling not: *good, smart, attractive, rich, thin, strong, popular, successful or perfect...* enough create feelings of jealousy, guilt, shame and unworthiness.

Deep shame: even more separation from your love source. Feelings of humiliation, disgrace, unworthiness turned inward: *unlovable.*

□ 10. Understanding Emotions: Transforming Blame into Insight

As you attempt to work through your emotional onion tool, **you may notice that you *still* feel stuck in a pattern of blame.** Attempting to search deeper into *why you are really so upset* may result in a circular pattern that sounds like this: **I want to work through my own emotions, but I can’t because...**



“I am right! My emotion is justified! That person really is the bad one!”

“It’s not my fault, look at what I have to put up with!”

“They provoke me!”

“They push my buttons!”

“I wouldn’t get so upset, if they wouldn’t do that!”

“They were asking for it!”

“It’s not fair!”

1. **Blame provides immediate physiological relief.** This relief blocks you from insight regarding your own limitations. As long as you blame, you do not experience the pain of deeper, more uncomfortable emotions.
2. **Blaming others** for your emotional wounds, irritability, temper or distress **feels better** than taking responsibility for *your* emotions *your* actions.
3. **Blaming** others allows you to **feel superior** and righteous instead of shame or doubt.
4. **Blaming others is quicker** and easier than taking responsibility and problem-solving.

“Anger is a tool for change when it challenges us to become more of an expert on the self and less of an expert on others.”

Harriet Lerner PhD. Author of Dance of Anger

Still stuck in blame?

“I am upset with them for taking advantage of me. They never consider my needs. They never help me. They don’t listen. Sure I blame—but wouldn’t anyone?”
“It’s so unfair! How do I relax when it’s wrong or when nothing ever changes?”

- Working through your emotions requires that you stop blaming others for YOUR emotions.
- **Yes, they triggered the mood in YOUR body, YOUR brain. It belongs to YOU.**
- Rather than assigning blame or fault, take personal responsibility for your brain, your emotions, your choices and actions. Choose emotional healing, choose inner peace.

Practice transforming blame into insight using the emotional onion tool.

Dig deeper into your emotional layers by asking yourself:

1. Is my life threatened or in danger? If not, dig deeper.
2. Am I prioritizing my physical, emotional and spiritual needs? (*Do I need a nap or a snack?*)
3. Do I have realistic expectations?
4. What else am I feeling?

“I feel out of control because I can’t make them change.”

“I have no control over what they do.”

“I feel helpless, no control. I feel like a victim.”

“I feel embarrassed...ashamed, not good enough, unworthy.”

What begins as upset with *THEM* slowly transforms into emotional pain *WITHIN*.

Now let’s replace anger, blame, hurt and helplessness with coping skills by problem solving. Once you understand that blame serves to protect your more fragile emotions, you can address those emotions, problem-solve, self-soothe and heal.

“As long as I blame them, I fail to focus on what I could do to improve. I guess I waited for them to change. I wanted them to fix my problem.”

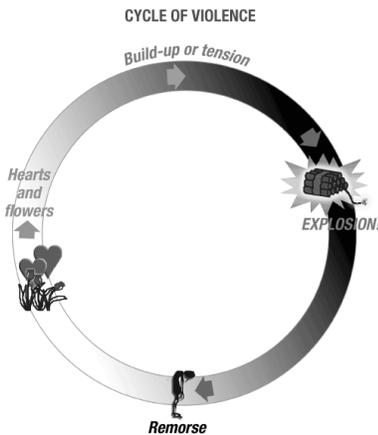
“Now I realize that I can’t wait for them to change. I can’t blame them for how I feel. I will not play victim or martyr anymore. I need to love, respect and appreciate myself. I don’t have control over them, but I do have choices about my behavior. I will stop feeling angry or helpless. I will speak up, make changes and focus on building confidence in myself. I will seek solutions and learn better coping skills.”

You are no longer stuck in “blame or blow-up”.

You just transformed blame into insight. Spend a few minutes reflecting on how your blame protects your deeper, more painful feelings.

Emotional Management Tool # 2 Stop the Cycle!

Many people make better decisions when car shopping than they do when it comes to anger management. If a car ran efficiently and effectively for 75% of the time but the other 25% of the time, the steering and breaks failed, would you place your children in that car? Would you keep driving, seek a repair shop or look for a new ride?



Remember **emotional dysregulation**, (ED) refers to extreme emotions (yelling, screaming, tantrums, aggression towards self or others, and threats of self-harm). Behavior patterns of extreme anger create broken trust, emotional wounds, and often escalate to health problems for both the aggressor and the witnesses, or victims. Neuroscience now proves that exposure to aggression causes changes in stress cortisol levels and repeated exposure may lead to post traumatic stress disorder, a disease of the brain. The illustration on the left depicts the “*Cycle of Violence*” developed in the 1970s by Lenore Walker to explain patterns of behavior in abusive relationships. Each person in this relationship participates in the cycle. Each has a role.

Here are typical examples:

- “It’s not her fault when she gets mad. I always say or do something to set her off.”*
- “I yell because they don’t listen! I know I shouldn’t but they make me so mad!”*
- “Every time he blows up at us, he apologizes after and is nice for a while, so we forgive him.”*
- “I come from a family of yellers. It is just what we do. Deal with it.”*

Continuing to repeat or to tolerate the cycle reinforces it. Upon closer inspection, you may begin to understand that justifying tantrums and outbursts—yours or someone else’s, is not the role model that you want to set for your employees, children, siblings or loved ones. Unless someone has a significant hearing impairment, yelling is not effective communication. **Breaking the cycle of anger, rage and temper outbursts (yours or theirs) requires learning healthier responses to feelings of stress, conflict and anger.**

1. The first step toward stopping this cycle is to acknowledge that it is wrong.

- Stop telling yourself that inappropriate anger is ok. (Whether it is yours or theirs)
- Decide that it is wrong to inflict, endure or witness verbal, emotional or physical abuse.
- Once you change your thoughts about anger outbursts—your actions will follow.

2. The next step is replacing anger with stress management tools and healthy coping skills.

Practice your emotional onion tool. In the meantime, you can practice stopping the cycle:

“I can’t talk now, I am too mad. I need a few minutes to calm down and think.”

“I will be happy to discuss this issue with you when we are both calm.”

“You are hurting my ears. Lower your voice or I will have to leave the room.”

Need more help in stopping the cycle? Try the Zip It Rule.

Emotional Management Tool #3 ZIP IT RULE: *Do not speak in anger.*

An angry, blaming, shaming tone of voice rarely leads to positive communication. Your tone triggers others to respond with *fight, flight* or *freeze*. People become defensive, attack back, tune out, clam up, shut down or leave. **If the message you wish to convey when you are angry is truly brilliant, that message will remain brilliant when you no longer feel angry.** *Save your dignity by holding your tongue. (Zip it!)*



Zip it + Breathing = Dignity

Remember to breathe. Holding your breath is the body's automatic "fear" response. Increasing the oxygen supply to your brain allows you to regain control of your emotions and make better choices. Breathing also helps you avoid blame and allows you to "*Zip It.*" Deep breathing calms and relaxes muscles. **Just 90 seconds of mindful breathing calms your emotions and restores some clarity to your thoughts.** Take a deep breath now to feel the benefit immediately. Begin paying attention to your breathing whenever your emotions escalate.

A helpful way to avoid the blame game: ⇒ Remember that distress triggers blame. ⇒ Blame creates outward focus. ⇒ Outward focus is the opposite of insight. ⇒ Insight means wisdom. ⇒ If blame is the opposite of wisdom, then blame is not wise. ⇒ Consider yourself *stupid* each time you blame others. **It's best that you keep your thoughts to yourself when you have the urge to blame so that the stupid doesn't leak out.**

Breathing: Your 90 Second Calming Tool

Sit upright in a chair, positioned comfortably with your eyes closed, feet firmly on the ground. Now wiggle your toes. Focus your attention on your wiggling toes just long enough to take ownership of your mind and body. Become present in this moment. Relax your toes and move your attention upward, relaxing all the muscles in your body as your attention ascends from toes to shoulders. Now relax your shoulders muscles by pulling them down, away from your ears.



Now take a long, deep breath. Notice a cooling sensation around your nostrils as you inhale. As you exhale, notice the warmth around your nostrils. Mindful of your breathing and this cooling then warming sensation, calmly continue to breathe deeply. Focus on the slight temperature difference. With each new inhale, focus on the feeling of cooler air passing through your nostrils, then warming slightly as you exhale. Cool in. Warm out. Breathing mindfully stops the flow of stress cortisol. Only 90 seconds is needed to calm your brain enough to stop a new loop of anger or worry from creating more stress cortisol.

Points to Remember: relaxation and deep breathing exercises will feel awkward and difficult at first. An overwhelming urge to get up to go "do something...anything..." is normal. You are not failing when your mind races and your muscles twitch. It is all part of the process of calming down and relaxing. Practice and time make this much easier. **Just 90 seconds of focused breathing and muscle relaxation is enough to make a BIG difference in emotional self-regulation skills.** Imagine how much calmer you will feel if you give yourself 3 minutes! Or 5! Once you know how to calm yourself, you can graduate to the next tool.

Emotional Management Tool #4

“Good To Know” File & Reasonable Expectations

Mindfulness is a mental state achieved by focusing your awareness on the present moment, while calmly acknowledging and accepting your feelings, thoughts, and bodily sensations.



The **“Good To Know” File** is a mindfulness tool. You create this mental file by acknowledging information at face value. **You receive information without judgement, fear or emotional reaction.** Rather than become wounded, guilty, angry or fearful, you simply acknowledge the information. *“It is what it is.”* You can use your *“good to know”* file to store information that will help you determine your best response to any situation or person.

Example: If someone has a pattern of:

Breaking rules, acting rudely, complaining nagging, bragging, demanding, or bullying laziness, tardiness, mistakes, or simply doing things you don’t like...

Rather than responding with anger, judgement or blame, simply place those pieces of information in your **“good to know” file**. The next time this person interacts with you, pull up the file. This file allows you to **establish reasonable expectations** so you can begin your problem-solving strategies.

Reasonable Expectations

Your **“good to know file”** is most useful when combined with **“reasonable expectations.”**

Consider the following tree analogy to understand “reasonable expectations.”



Imagine that an apple tree represents a healthy relationship. The apple tree bears the fruits of: **trust, respect, loyalty, empathy, integrity, problem-solving, negotiation and conflict-resolution.**

Now **imagine that a pine tree represents a stressful, unhealthy relationship.** The pine tree brings **fear, distrust, criticism, disrespect, anger, manipulation,** and perhaps even **harassment, contempt, bullying or betrayal.**



Using this analogy, ask yourself if, while climbing the pine tree, “am I expecting to find an apple?” People often complain, “They *NEVER* listen to me!” “They *ALWAYS* lie!” “They cheated *AGAIN*.” “I can’t believe they *KEEP* doing that!”

If s/he ALWAYS reacts a certain way—why are you still surprised, disappointed or angry? Are you climbing a pine tree, looking for apples? Are you unprepared each time you feel the jab from another pine needle? **What did you expect?**

- Use your *“good to know”* file to collect accurate information about people.
- Realistic predictions and expectations eliminate denial and improve your ability to manage your emotions, allowing you to adapt with resilience and problem-solving skills.

Emotional Management Tool # 5 Prevention

How well do your thoughts and actions PREVENT emotional melt downs & blow-ups?

Ever noticed how young children behave when they miss a nap, need a snack or get strapped into the grocery cart for too long? The human body needs rest, fuel and fun. Everybody needs those three things, even in adulthood. When you ignore your bodily needs, your body will signal you to pay attention by displaying uncomfortable, distressing disruptive or loud emotions. A basic tool for mood management is to **prevent outbursts** by **taking amazing care of yourself**. Here is how. Check all items below which are currently part of your daily routine.

1. **I practice healthy eating habits.** I eat healthy food to avoid low blood sugar, hunger pain, fatigue and headaches. *I understand that excessive hunger leads to irritability. Excessive junk food & over-eating fuels self-loathing.*
2. **I maintain a healthy sleep schedule.** Just like little children, adults become cranky when sleep deprived. *To maintain my emotional wellness, I prioritize time for rest and practice healthy sleep habits.*
3. **I avoid excessive alcohol, caffeine, fats and sugars.** *I understand excessive amounts of these substances may disturb my ability to control my mood.*
4. **I take DAILY responsibility** for meeting my own emotional, spiritual and physical needs. *I understand that feelings of resentment, jealousy, blame, insecurity, martyrdom and codependency all become fuel for my emotional problems.*
5. **I create time for relaxation daily.** *I understand that relaxed people rarely experience uncontrollable emotional problems.*
6. **I plan something FUN each day.** *(All work and no play make Jill a dull girl.)*
7. **I have REALISTIC expectations** of myself and of others.
8. **I laugh wholeheartedly and often.** I search for the humor in everyday situations.
9. **I create loving relationships in my life.** *I understand that I do not “blow-up” or “melt-down” when I feel loved, valued, appreciated and supported.*
10. **I pace myself and I schedule my time effectively.** *I understand that my schedule will either support or sabotage my health and my coping skills.*
11. **I live in today.** *I release the past with all of its pain, blame, regrets, emotional hurts and guilt.*
12. **I ask for help. I delegate.** *I understand that I am not alone. I do not have to do it all.*

_____ **Score:** Add the number of checked boxes to determine your healthy coping skills score.

Scoring: 10-12 GREAT JOB!! You are using coping skills to problem-solve and are proactive in emotional self-regulation. **Less than 10:** Each unchecked item becomes an opportunity for self-improvement. **Keep practicing all 12 preventions solutions until you are able to check every item.**

- ★ Promoting your own self-care allows you to be a better parent, partner and caregiver.
- ★ Even when those around you are NOT choosing to manage their own emotions effectively, you may choose higher standards for yourself.
- ★ Acting as a role model is your most influential relationship tool.
- ★ Calm habits are healthy habits.
- ★ Emotional self-management improves self-esteem.

Additional Help: Consider professional help to address emotional dysregulation resulting from insomnia, hormone imbalances such as menopause and postpartum depression, blood sugar abnormalities, chronic pain, traumatic brain injury and mood disorders, dementia, side effects of prescription medications and withdrawal from addictive drugs.

Emotional Management Tool # 6 Create A Safe House

“Anger is one letter short of danger” Author Unknown

Establish rules that prohibit emotional, verbal and physical abuse in your home. Refuse to allow harm through words or actions. Discuss the safe house rules with all who frequent your home. Post these rules on your refrigerator as a daily reminder. **Compose your own safe house contract.** Ask members of your household to help. Include everyone’s signature in agreement with the safe house rules.

Example: Only loving hands, kind words and helpful actions are welcomed in this home. No yelling, cussing, name-calling or disrespect allowed. There will be no pushing, slapping, shoving or hitting. **We will treat others as we wish to be treated. We will speak only as we wish to be spoken to.** This home is a loving, nurturing, safe haven to all who live and visit here. Signed: *Peter, Lois, Meg, Chris, Stewie, & Brian Griffin*



Emotional Management Tool # 7 Coping with Action & Self-Compassion

*“There are days I drop words of comfort on myself like falling rain
& remember it is enough to be taken care of by myself.” - Brian Andreas*

Emotions are signals. Anger and anxiety alert you to both external dangers as well as to your internal physical and biological needs. Emotions triggered by stressful events require the **Action & Self-compassion Tool.** This tool refers to your ability to address *your own* stress with the same attention, compassion and energy (action) that you direct toward others (self-compassion).

- Only when your needs are fully met, are you able to authentically give to others without resentment, anger or exhaustion.
- Self-first is not selfish. Making the time to address your own needs first is necessary for maintaining the strength and energy to serve others.

Examples of addressing problems *within your control* with action:**Problem:**

Stressed about your job? **Action plan:** *Delegate, update skills, communicate, seek solutions*

Stressed about finances? **Action Plan:** *Create a budget, downsize, consult financial advisor*

Distressed over parenting? **Action Plan:** *Seek advice, gain support, take a parenting class*

Worried about that lump? **Action Plan:** *Schedule a medical appointment.*

Stressed out by everything! **Action Plan:** *Delegate, meditate, use self-compassion tool*

Action is not possible when events are out of your control. **Emotions triggered by events that are *out of your control***, such as other adults choices, others' thoughts and feelings and the unknown status of future events, simply require **self-compassion**. Feelings of vulnerability, insecurity, worry, fear and even panic are common when facing events over which you have no control. Self-compassion helps you cope with those distressing emotions. Self-compassion requires speaking to yourself as you would to a beloved.

Examples of addressing problems *outside of your control* with self-compassion:**Problem:**

Worried that “bad things” could happen. (Sickness, poverty, natural disasters, loss, death)

Fearful of mistakes, flaws, embarrassment, rejection or failure.

*Stressed over what **they** may think, feel or do.*

Self-compassion requires directing love, hope, trust and care—inward, toward yourself.

1. **Normalize** rather than personalize. Bad things can happen to good people.
2. **Seek perspective.** Look for something positive or optimistic in every situation.
3. **Instill hope.** Believe that things will get better, you will survive and thrive, eventually.

Examples of addressing your own problems with self-compassion:

*Remind yourself that emotions are just feelings—not facts.

*Sit with your own fear, lack of control and vulnerability the way you would support a friend.

*Accept yourself compassionately, without shame, judgement or criticism.

Remember that *emotions do not mean* that **you** are bad, have failed, are unworthy or unlovable.

“Bad things may happen, but I am not bad. Negative circumstances do not define me.”

“I can experience my emotions without attaching shame.”

“Embarrassment, rejection and failure happen to everyone, this is just my turn.”

“This exact distress will not last forever. I know this from past experience.”

“This could be worse. I can feel grateful about some things.”

Emotional Management Tool # 8 Global Perspective Tool

Take a moment to identify the various situations and events in your life that trigger your distress, worry or anger. Notice your thoughts and feelings about that stressful event or situation. Apply the *global perspective tool* by placing your situation or event on a global scale compared to people all over the world.

Examples:

Are you safe?

Will you have access to shelter, food and water today?

*Are you able to gain access to information and resources?
 Do you have the freedom to express your opinion or to ask for help?
 If you are in an actual crisis, are you responding to yourself with your action and self-compassion tools?*

Global perspective helps you validate real trauma as well as calm distorted emotions. Perspective creates gratitude, promotes problem-solving, defuses worry and combats depression. To begin gathering perspective, notice when you are worry free, content and life is stable. Also notice when you begin to feel more stressed, irritable or angry. Create a scale for yourself that includes the full range of your life stresses. Avoid the “all or nothing” extremes by filling in those middle options. Rate your anger, worry or stress using this 1 to 10 scale.



(0) Stress Free: Consider your most calm state of mind. When do you feel peaceful and stress-free? List those times: _____

(1-4) Mild: These are the daily stresses everyone has when functioning as an adult in the modern world. This stress does not dramatically alter your life and is forgotten with time. These stressors are related to *schedules, daily choices, logistics, accommodating others, chores and demands*. Describe your “mild” stress here: _____





(5-7) Average: These are the stresses related to increased responsibility, pressure and chaos but they do not permanently alter your life. (Examples: *competition, performance challenges, parenting, deadlines, finances, conflict, illness*). List your “average” stress here: _____

(8-9) Serious: Reserve 8-9 ratings for the series of events impacting and altering your life such as *job loss, crime, poverty or bankruptcy, divorce, serious illness, caregiving of disabled or chronically ill*. List your “serious” stress here: _____





Rating 10, Severe: This rating is reserved for the tragic and traumatic events that change your life such as *severe illness, traumatic events, natural disasters, war and death*. List your “disaster” stress: _____

Emotional Management Tool #9: Self-Coaching

Using the ratings and perspective tools, this self-coaching tool requires that you spend some time analyzing the data you have collected. Notice common patterns or themes in your moods related to time of the day, day of the week or seasonal changes. Consider the following questions to help determine if your mood is related to an external event such as work demands, relationship problems, bad news etc... Or if your mood is related to a biological or physical event such as chronic pain, fatigue, low blood sugar, hunger, hormonal changes or a hangover.

Self-Coaching Tool

As you practice noticing your emotions, dig deeper by asking yourself the following questions:
Did something happen to cause this mood or is everything the same but I feel different?

Situational mood: emotion is triggered by external event.

Examples:

“That conversation really pushed my buttons.”

“I have a lot of things piled up which triggers stress about how to get it all done.”

“I dreaded this situation and now I feel as bad as I predicted that I would.”

Describe situation or triggering event: _____

Biological mood: Emotion is caused by internal biology.

Examples:

“I was feeling fine all week, nothing is different except this cloudy, dark mood.”

“My emotions escalate two to seven days before my period starts.”

“I’m sick. It makes sense that my chronic pain and insomnia would make me moody.”

Describe internal biology: _____

When have I felt like this before? Is there a pattern?

Examples:

“I get upset when I visit my family.”

“Every few weeks this mood sets in.”

“Weekends are rough”

“October is always bad.”
“Sometimes I just wake up in a bad mood.”

Describe any patterns: _____

Do I have thoughts or beliefs that could create this emotional response?

Example:

“I think I am weak and I feel guilty for my bad moods. I am ashamed of myself.”
“I shouldn’t let things bother me, I’m too sensitive.”
“I must control everything at all times, I hate change.”

Describe beliefs: _____

Are there insights or life lessons I could learn from this?

Example:

“I need to remember to slow-down, breathe, think and problem-solve.”
“I am reacting just like my parents did. I need to learn a new response.”
“I am hard on myself. I need to practice forgiving myself.”
“I have to let go of guilt.”

Describe insights, life lessons: _____

What is my intention?

Example:

“Will I use my mood as an excuse for complaining, nagging, blaming?”
“Will I let my mood spiral into destructive behavior?”
“Will I use insights to cope, problem-solve and become a positive role model?”

My intention is: _____

How would I advise a friend to cope with similar emotions?

Example:

“I would tell my friend to go easy on himself.”
“I want her to take better care of her health.”
“I would recommend getting help because no one should have to feel so awful.”
“I’m not sure, but I would stand by my friend until we figured it out together.”

My advice is: _____

Emotional Management Tool #10 Cognitive Reframing: Self-Talk Ladder Tool

Cognitive reframing combines all of the previous tools. *Cognitive reframing: cognitive* refers to thoughts, *reframing* refers to *challenging* those untrue, negative and exaggerated thoughts by *changing them* into more helpful and useful thoughts. **Cognitive reframing skills allow you to align your thoughts with your values.** The first step toward cognitive reframing is to **identify** each negative thought. Then **experience** the corresponding physiological response. Your thoughts, emotions and physiology influence your behavior. Negative thoughts and negative behaviors create emotional wounds.

Your Wounded File



A *wounded file* refers to the mental file that records and stores the painful thoughts, emotions and core beliefs that we all share as a result of being humans on planet earth. These files store the thoughts, feelings and memories from every year of age since birth to the present. Wounded files come in different sizes and store slightly different contents for each person but the basic human emotions and experiences are the same. Some files have more worries than others... some hold more guilt, doubt or self-loathing...others get stuck in anger or depression. All wounded files contain sensations and images collected over a lifetime of experiences and memories, both real and imagined. A wounded file can make a story in your head. It can create a scary, sad or angry story about events that have not yet actually happened.

**Negative thoughts, emotional hurts and self-destructive behaviors
thrive in the wounded file.**

Wounded Emotions: Using the painful emotions listed below, think about core beliefs, memories or experiences that trigger these emotions within you.

- | | | | | | | |
|--------------------------------|----------------------------------|-----------------------------------|---------------------------------------|--------------------------------------|---|--|
| <input type="checkbox"/> Guilt | <input type="checkbox"/> Shame | <input type="checkbox"/> Worry | <input type="checkbox"/> Anxiety | <input type="checkbox"/> Embarrassed | <input type="checkbox"/> Self-Doubt | <input type="checkbox"/> Self-loathing |
| <input type="checkbox"/> Sad | <input type="checkbox"/> Mad | <input type="checkbox"/> Mistrust | <input type="checkbox"/> Depressed | <input type="checkbox"/> Insecure | <input type="checkbox"/> Frustrated | <input type="checkbox"/> Disappointed |
| <input type="checkbox"/> Hate | <input type="checkbox"/> Grief | <input type="checkbox"/> Regret | <input type="checkbox"/> Irritability | <input type="checkbox"/> Spite | <input type="checkbox"/> Abandoned | <input type="checkbox"/> Lonely |
| <input type="checkbox"/> Rage | <input type="checkbox"/> Fear | <input type="checkbox"/> Blame | <input type="checkbox"/> Self-pity | <input type="checkbox"/> Jealousy | <input type="checkbox"/> Contempt | <input type="checkbox"/> Paranoia |
| <input type="checkbox"/> Bored | <input type="checkbox"/> Despair | <input type="checkbox"/> Remorse | <input type="checkbox"/> Unworthy | <input type="checkbox"/> Resentful | <input type="checkbox"/> Self-conscious | |

What thoughts live in your wounded place?

Use the thought ladder on the next page to help you acknowledge your negative thinking. Notice your **negative core beliefs** — those ugly things you heard from others and then repeated to yourself until you believed them to be true.

To experience emotional healing, you must acknowledge this wounded file.

Then you must challenge the thoughts that created it.

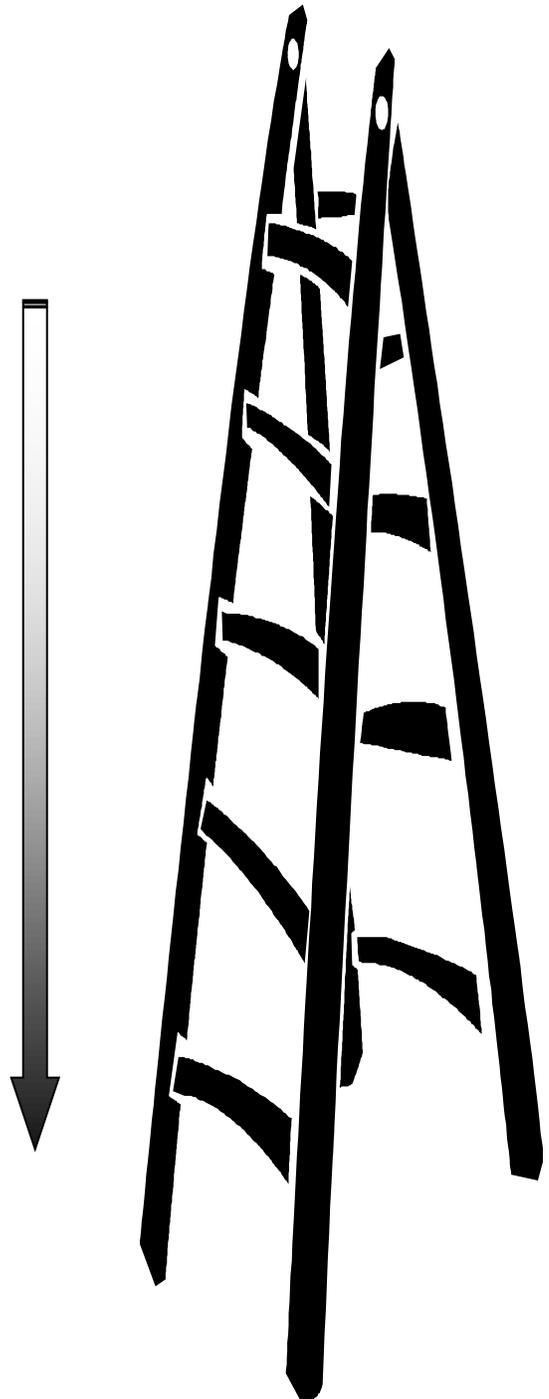
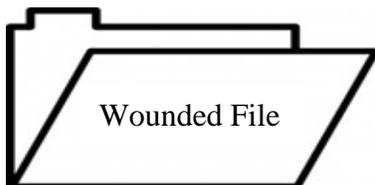
Just because you thought it, doesn't make it true.

Feelings are not facts.

Thought Ladder What's In Your File?

Imagine each of your thoughts as a rung on a ladder. Negative, self-defeating thoughts move down the ladder. Become aware of each thought. Do any of the thoughts below sound familiar?

- "No one will ever understand me."*
- "I'm fat, ugly and stupid."*
- "I'm too old and too tired to change."*
- "Can't stand someone disliking me"*
- "I'm not attractive enough."*
- "I will never be good enough."*
- "I'm afraid of being alone."*
- "I'm afraid of conflict"*
- "I'm afraid they wouldn't like me."*
- "I have to do everything myself, no one helps me"*
- "No matter what I do, it is never enough."*
- "I am always worried about what they think."*
- "Mistakes are unacceptable, I must be perfect."*
- "I can't forgive myself."*
- "I can't trust myself or anyone else."*
- "Why bother?"*
- "I am an imposter, a fake."*
- "I'm a failure."*
- "I just can't do it."*
- "I'm not worthy."*
- "I feel guilty."*
- "I hate myself."*

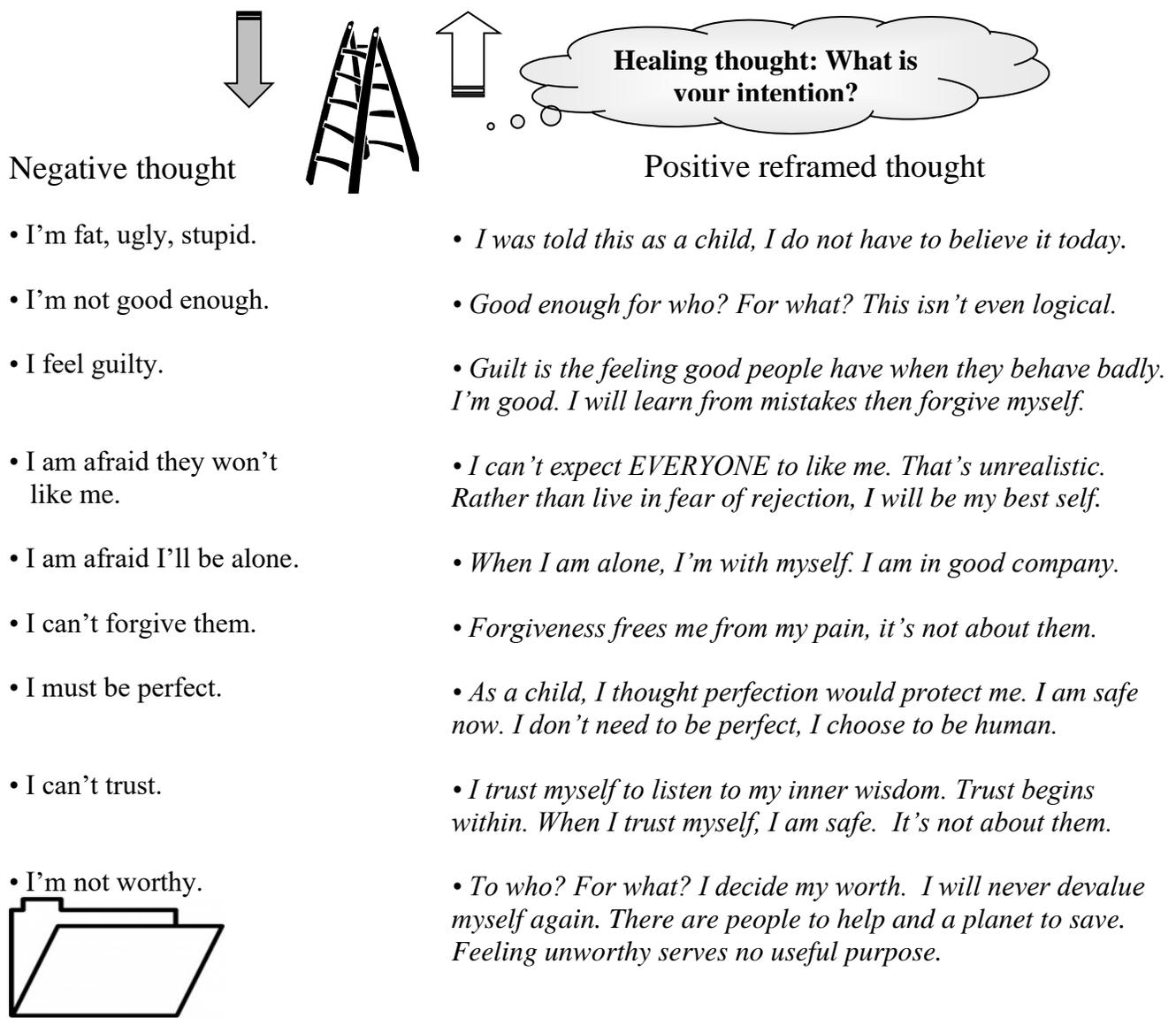


Thought ladder: Just because you thought it, doesn't make it true.

As you imagine your thoughts as rungs on a ladder, you have a choice. Positive thoughts lead up the ladder, away from your wounded file. Positive thoughts bring hope, optimism and healing. Positive thoughts have a helpful intention—they help you problem-solve and maintain your dignity.

Challenge and reframe negative thoughts:

- 1. Is the thought true?** Challenge the validity. This may be a lie you have been telling yourself.
- 2. What is your intention?** Does this thought have a positive function in my mind or my life?
- 3. Reframe:** Respond to your negative thought as you would when comforting a friend or beloved. The success of your reframing will be evident in your improved mood, attitude and outlook. **Successfully reframed thoughts allow you to live the advice you give your loved ones. Healed, positive thoughts are the ones you want to role model.**



Need more help? Think about it this way:

How Might Your Life Be Different.....

**How might your life be different if,
as a very small child, you heard a soft whisper every night,
“You are lovable and smart. You are beautiful and strong.”
And when you felt sad the whisper said to you,
“Tears are healing, let them flow, let them all out.”**

**And how might your life be different if,
as a teen, you heard that whisper each and every day:
“You can do anything!”
“I am always here for you.”
And when you felt doubtful, the whisper said,
“Your answers lie within. Trust the life lessons. Believe in yourself.”**

**And how might your life be different if,
as an adult, you continue to hear those loving, encouraging whispers.
The whispers begin in your heart and sing love songs in your head.
“You are loved.”
“You are enough.”
“There is nothing to fear.”
“You are never alone.”**

**And what if those loving, encouraging whispers
originated from within you?
How might your life be different?**



Adapted from ideas inspired by Judith Duerk, *Circle of Stones: Woman's Journey to Herself*, Innisfree Press: 1989.

Additional Resources

This playlist of video links below, compliments your goals and helps establish your coping skills tool kit. You may listen to these 6 to 20 min talks on your smart phone or laptop as an easy way to gain strength, motivation and insight. Watch at your own pace. You may forward any or all of the videos to people in your support system. When we share the videos, we establish a common language with shared coping strategies. Your support network can assist you by referencing the tools in the videos during times of distress.

For the high achiever in you:

* Mark off the videos you have watched, . Take notes , write questions--then bring your notes to your therapy appointments, discuss with friends or use in a support group.

Prepare your mind for new ways to think:

- ___ 1. Make a choice about what to think is a video made from a David Foster Wallace commencement speech to graduating college seniors and their families-- 9 min video "This is Water" <https://www.youtube.com/watch?v=MZjpihl2pfg>
- ___ 2. Brene Brown PhD studies The Power of Vulnerability, Courage, Authenticity, and Shame. (20 min) http://www.ted.com/talks/brene_brown_on_vulnerability.html
- ___ 3. "Everything I Needed to Know I Learned in a Mental Hospital" Tedx talk by Glennon Doyle Melton for (17 min) <https://youtu.be/NHHPNMIK-fY>
- ___ 4. Kelly McGonigal: How to Make Stress Your Friend:14min http://www.ted.com/talks/kelly_mcgonigal_how_to_make_stress_your_friend.html
- ___ 5. How to get unstuck (in the negatives |(10 min) <https://youtu.be/7XFLTDQ4JMk>
- ___ 6. Happy Brain: How to Overcome Our Neural Predispositions to Suffering | Amit Sood, MD | TEDxUNI *Author of The Mayo Clinic Guide to Stress-Free Living* - 2015 18 min <https://youtu.be/KZIGekgoaz4>

Assertiveness and effective communication/self-esteem:

- ___ 1. Ash Beckham offers a fresh approach to empathy and openness. (9 min) https://www.ted.com/talks/ash_beacham_we_re_all_hiding_something_let_s_find_the_courage_to_open_up
- ___ 2. Amy Cuddy shows how "power posing" -- can affect testosterone and cortisol levels in the brain, and might even have an impact on our chances for success. (21 min) http://www.ted.com/talks/amy_cuddy_your_body_language_shapes_who_you_are.html
- ___ 3. What we need to teach our sons: changing how we role model emotions (11 min) http://www.ted.com/talks/tony_porter_a_call_to_men?language=en

___ 4. Tim Ferriss: Why you should define your fears instead of your goals
<https://go.ted.com/CyM5>

___ 5. Shane Koyczan: "To This Day" ... for the bullied and beautiful (12 minute video)
http://www.ted.com/talks/shane_koyczan_to_this_day_for_the_bullied_and_beautiful.html

Understanding Emotions:

___ 1, Referencing the movie “Inside Out,” this video explains how embracing uncomfortable emotions rather than avoiding, shaming or fearing them, is the healthy way to cope with moods. (6 min) https://youtu.be/tNsTy-j_sQs

___ 2. Happy Brain: Cartoon by | Amit Sood, MD | *Author of The Mayo Clinic Guide to Stress-Free Living* created this video to help kids cope with emotions (4 ½ min)
<https://www.youtube.com/watch?v=GZZ0zpUQhBQ>

___ 3. Andrew Solomon takes you across the world to interview others with depression (30 min)
http://www.ted.com/talks/andrew_solomon_depression_the_secret_we_share

___ 4. Rethinking anxiety: Learning to face fear | [Dawn Huebner](#) | 2015 TEDx(18min)
<https://youtu.be/jryCoo0BrRk>

___ 5. Jia Jiang: What I learned from 100 days of rejection (16 min) <https://go.ted.com/CyTH>

___ 6. 100 days without fear:. | Michelle Poler | TEDxHouston.(2015) 15 min
<https://youtu.be/2dbNRGiqaaM>

___ 7. Teach girls bravery, not perfection (13 min)
http://www.ted.com/talks/reshma_saujani_teach_girls_bravery_not_perfection

___ 8. TEDxWaiakea-Michael Benner- Why Emotional Quotient (EQ) is More Important Than IQ (14min) https://youtu.be/rpazb_SwglU

Relationship

___ 1. Skills for Healthy Romantic Relationships | Joanne Davila | TEDxSBU (16 min)
three evidence-based relationship skills – insight, mutuality, and emotion regulation.
<https://www.youtube.com/watch?v=gh5VhaicC6g&sns=em>

___ 2. Brene Brown the Anatomy of Trust (24 min) <http://www.supersoul.tv/supersoul-sessions/the-anatomy-of-trust> Books: Brown, B (Aug 2015) [Rising Strong](#), She also wrote: [Gift of Imperfection](#) and [Daring Greatly](#)—all good books.

___ 3. The person you really need to marry | Tracy McMillan (14 min)
http://www.youtube.com/watch?v=P3fIZuW9P_M&sns=em

___ 4. Making Relationships/marriages work, John Gottman Phd videos (10 min each)

Part 1 <https://www.youtube.com/watch?v=LLXX8wzvT7c>

Part 2 <https://www.youtube.com/watch?v=-gFIdZtVIqQ>

Part 3 <https://www.youtube.com/watch?v=sJ7RHLBdqGM>

Part 4 https://www.youtube.com/watch?v=9aSpl_ZjmcY

___ 5. The Mathematics of Marriage: Predicting Divorce (John Gottman)(30 Min)
<http://www.youtube.com/watch?v=EVpV45zTQlw&sns=em>

(Dr Gottman has numerous [books](#) as well as the videos) The Seven Principles for Making Marriage Work: A Practical Guide from the Country's Foremost Relationship Expert.

___ 6. Equality makes for happier, healthier lives and relationships (16min)
https://www.ted.com/talks/michael_kimmel_why_gender_equality_is_good_for_everyone_men_included

___ 7. Domestic violence and sexual abuse are often called "women's issues." But Jackson Katz points out that violence is unacceptable behavior and we all need to be leaders of change.
http://www.ted.com/talks/jackson_katz_violence_against_women_it_s_a_men_s_issue

Conflict/ Career Issues

___ 1. In every workplace, there are three basic kinds of people: givers, takers and matchers. Organizational psychologist Adam Grant offers simple strategies to address this issue
http://www.ted.com/talks/adam_grant_are_you_a_giver_or_a_taker?utm_source=tedcomshare&utm_medium=referral&utm_campaign=tedsread

___ 2_ Workplace culture: (16:39)
http://www.ted.com/talks/david_logan_on_tribal_leadership?language=en

___ 3. One of the two best predictors of success in life is self-control (the other is intelligence). Aggression often starts when self-control stops <https://youtu.be/UOn3zOp8JPE>

___ 4 Jim Ferrell - Resolving the Heart of Conflict(19 min) <https://youtu.be/YyhOT3jCcR4>

___ 5 Diversity: <https://www.dailykos.com/stories/2015/06/24/1396071/-A-black-man-and-a-white-woman-switch-mics-and-the-result-is-amazing?detail=emailclassic>

___ 6. Elizabeth Lesser elevates the way we treat each other (11 min)
http://www.ted.com/talks/elizabeth_lesser_take_the_other_to_lunch

___ 7. Psychologist Jonathan Haidt studies the five moral values that form the basis of our political choices, whether we're left, right or center.
http://www.ted.com/talks/jonathan_haidt_on_the_moral_mind?language=en