



A journey towards

WELLBEING

EBOOK BY CLUB SMILEE MEMBERS

VOL. 2

POWERED BY MEQ ACADEMY

From the Founder

Lata Singh Dasila - Founder Director, MEQ Academy



Dear members,

I am humbled and honored to express my sincere gratitude to each and every one of you who have contributed your valuable time, effort, and expertise to the second edition of our ebook on emotional well-being and emotional intelligence.

Your insightful articles on various topics related to emotional wellness have not only enriched the content of the ebook but also have the potential to positively impact the lives of many readers. Your contributions demonstrate your commitment to promoting emotional well-being and your passion for sharing your knowledge and experiences.

I am proud to have such a wonderful team of contributors who share our vision of creating a world where emotional wellness is a top priority. I deeply appreciate your dedication to this project and your unwavering support.

Thank you once again for your invaluable contributions. Your efforts have helped us to create a resource that will inspire and empower individuals to cultivate emotional intelligence and achieve greater emotional well-being.

With gratitude,
Lata Singh Dasila

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THE U-TURN

By -Neerja Singh

The author is a former teacher/journalist, published author and professional speaker on generational diversity with a background and training in media, having worked in advertising, public relations, documentary filmmaking, and feature journalism. She is a TEDx speaker and represents the Professional Speakers Association of India on the Global Speakers Federation Board.



NEERJA SINGH

I ride past several school bus stops on my morning cycling rounds. Having been a teacher for most of my life, uniforms and school bags attract my eye. And I watch the children standing in wait for their lumbering transports.

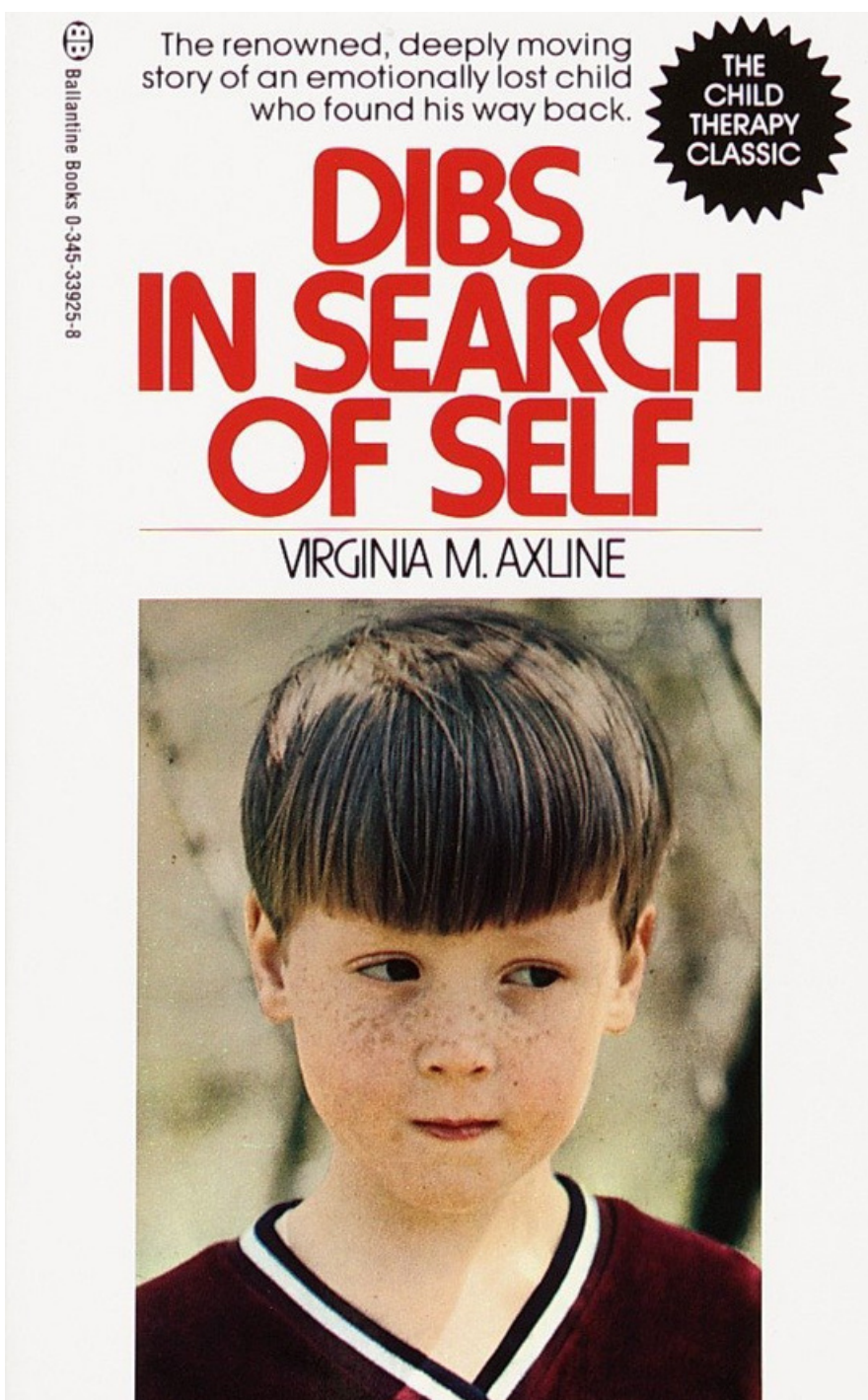
The children are young, beautiful with lives full of promise ahead but what I see on their cherubic faces is a grim glumness. I have seen distance gazing, fatigued body lounging, there are irritable frowns, some simply appear resigned to the day coming on and I pedal by wondering at the anomaly between what schools aim to do and what they seem to end up doing.

Do we empower our students with a benevolent and hopeful view of life ahead? Do we add to their feeling of self-worth and dignity? Do we give them a sense of safety and reassurance? Do we allow them space and permission to make mistakes?

Ask yourselves.

I recently met a bright young woman at the Instituto Cervantes where we both studied Spanish. On being asked what she saw as a young person's greatest challenge today, she answered simply, "The fear that life does not permit a U-turn!" She was of the opinion that the dread of retribution and abandonment kept young people from living their lives to the fullest. "If I had the confidence that my people would accept me, no matter what, I would take the risks that must be taken to explore my deepest potential," her wistfulness struck me as resonating with the majority view of not just our young but even those of us who are well past our mid-lives.

This mother of all turnabouts that my young friend pined for is recorded in Virginia Mae Axiline's book *Dibs in Search of Self*. The story is in essence about the snatching back of a rich young life, a turning around, the healing, the growth and opening up of tiny Dibs. He is a little boy who is so sad and hurt that he has withdrawn from the world around him. He does not speak, does not play and is locked in a prison and is completely alone.



The book is a child therapy classic and chronicles a series of play therapy sessions conducted by the author and clinical psychologist for Dibs. Despite signs of being a gifted child, his parents and most of his teachers perceive him as having an emotional and cognitive disorder. Over a span of about one year or so, Dibs learns to express himself, cope with his emotions and interact socially with his peers and family. When he is eventually tested at the end of his therapy, he scores in the gifted range with an IQ of 168.

The take-home from this book for teachers is the enabling relationship Axline builds with the boy. Like her, we need to make a place for our students, allowing them to be. No expectations, no demands, no judgments and God forbid any criticism. The young need a safe space devoid of tensions and hostility.

They need our life force poured into them. We ought to honour their pain and confusion and despair. The thing to do would be to just echo their chaos and puzzlement so that they can move on. They have to be given time to explore the world in their way.

The question to ask is: how can we make this practical and feasible in the environment we have constructed to educate our children?



Join In

PSYCHOLOGICAL SAFETY: A BETTER PLACE TO THRIVE

By-Mohamed Azeem Saheer

The author brings with him over a decade of hands-on experience in management both in Sri Lanka and the region. Azeem's expertise in multiple industries offers him the unique ability to offer context and empathetic appreciation for the different programs he runs. Azeem is one of one first Genos Certified Emotional Intelligence practitioners, First Riders & Elephant certified Emotional Culture Deck Practitioner and ICF accredited coaches in the country. He combines a unique flavour to his programs via Lego Serious Play: bringing the 'fun' of our childhood favourite toy Lego and combining it with 'serious' topics: enabling an immersion into learning.



M. AZEEM SAHEER

Mr Smith who is the head of the Product development unit took his family to a circus which was in town. The family was enjoying all the performances & the whole family was so curious about Walking on Tightrope. Suddenly Anne Daughter of Smith asked, "Dad this man seems very brave & confident, he is walking on a single rope. He is smiling and entertaining without any fear, how can he Perform like that?" Smith at once replied, "Oh yeah he is very confidence & of course, there is a safety net below him, they know if something goes wrong, they are safe".



Creating a mental stimulus on a person's mind to go the extra mile, feeling safe to take the interpersonal risk, making them feel "it's ok if you are unsuccessful", enabling them to speak up, challenging the status quo, it is ok to bring all sort of emotions to work is the result of psychological safety. Similar to the man on the tightrope who performs with confidence because of the safety net as a leader when you create a such safety net in your teams, it will reflect on your team's performance & as a result, you create a High performing team. It is not a secret that "Psychological safety" can make or break a team.

Harvard Business School professor **Amy Edmondson** defines psychological safety as the **"Belief that one won't be punished or humiliated for speaking up with ideas, questions, concerns or mistakes."** Dr, Edmondson discovered in her research that, the teams with better outcomes were admitting with more outcomes, while the teams with fewer good outcomes were more likely to hide theirs.

“Wherever there is fear, there will be wrong figures.”: W E Deming, The New Economics. Deming states that drive out fear, so everyone may work effectively for the company.

This leads to you as a leader how well aware of your team members' emotions & feelings. Ask yourself how are your people feeling when you are around them. Are they Anxious or Excited? fearful or courageous? Open-minded or Close-minded? are they being routine or experimenting?

These questions will give you an idea of how well you have created a psychological safety culture in your teams. Safety is no longer seen as the opposite of risk-taking, but as an enabler of experimentation.

Psychological Danger	Psychological safety
Fear of admitting mistakes	Comfort admitting mistakes
Blaming others	Learning from failure & sharing the same
Less likely to share different views	Everyone is openly sharing ideas
Common knowledge effect	Better innovation & decision making

Teams with Psychological danger are usually in fight or flight, they are stressed and they shut down. This results in No new ideas, lack of contribution, no feedback & no connectedness, of course, end up in low performance & high turnover.

As a Leader, how can you create such an environment in our workplace?

1. Improve your Emotional Intelligence: You should be able to recognize your emotions and feelings as well as your team members. Seek an understanding of how are they feeling & how they want to be felt at work.
2. Encourage Authenticity: Let your people be who they are, and allow them to show up to work as they are.
3. Role Clarity: Set the clear expectation, what are their role in the team & seek to understand how well you can support them to reach their goals
4. Open & respectful communication: Don't be defensive when you receive feedback or an idea. Ask an open-ended question & encourage questions from others, and communicate with Empathy (Not assumption but rather with Curiosity).
5. Failure is welcomed: Speak about your failures & how well you learned from them. Encourage Acknowledge the failure, own it, learn from it & try again.

Please note that you are working with Emotional Beings, who are with emotions & feelings. Their performance determines how they feel. Psychological safety is an important part of an organization's culture. These are not based on one assumption but are research-proven. The best one will be Google's case -

<https://rework.withgoogle.com/print/guides/5721312655835136/>

It is not the benefit, how well you pay to decide your employee's performance. It is how they feel when they are at work, and how well you create a psychologically safe environment.

CHANGE FROM WITHIN

By-Dr Radha Agrawal

The author works as a counsellor for prestigious schools in Jabalpur. As a counsellor, she works with adolescents and helps transform their lives in various aspects. She is well-versed in psychometric testing and various other assessments.

- *Hey, Khushi! A young man told his wife, "I think I should change my cellphone right away; it's fairly outdated and I can't download the latest items.*
- *"Mom! I've worn this dress twice already, but the style is so outdated now. A teenager told her mother, "I won't wear it anymore.*
- *"Sudha! "You are preparing gourd for me every day; I am tired of eating it now; I need a change!", complained an old man to his cook.*



DR RADHA AGRAWAL

All the above situations are prevalent in every household today, but did you notice the one thing that all of these had in common? This element is '**Change**'. After a given amount of time, every single human being desires a change in his or her life. Every weekend, the advent of a Sunday is a relief for all of us because it ushers in a minor shift in our life. Yes! Most of us find it relaxing, and we return to work refreshed on Monday. Why do we have such a difficult time changing our thoughts when we consider changing so many other things, such as our cell phones, our clothing, the colour of the wall in our homes, our sunglasses, and our food? or, to be more specific, our mentality. Of course, we cannot see our thoughts like we can see objects, but we can sense and feel them. Sometimes, our thought process becomes so rigid that we do not even realise that it is hurting someone else. It may be a family member, a friend, or an employee in our office. This unchangeable thought process is what we call a fixed mindset. People with fixed mindsets do not embrace change very easily. They enjoy living a lifelong cycle of working, eating, sleeping, waking up, eating, and repeating the process. The issue arises when such individuals attempt to force their way of life on those around them in the name of discipline. Without a doubt, discipline is vital in every aspect of life, but not to the point of suffocating. All individuals who are required to follow their rules may find this imposition, or so-called punishment, to be stressful. Such rigorous behaviour never inspires anything other than fear and respect for the person in charge. Respect can be gained rather than demanded.

Not everyone can stay happy in a monotonous life. Individuals are different from each other, and all people have the right to live their lives on their terms once they become adults. (What to say for adults, children these days also live life as per their own will.) I feel that no individual in any relationship should force their own rules on the other: be it a marital partner, a parent-child relationship, a boss, an employee, or even relations with in-laws. The purpose of writing this article is to promote a growth mindset in people. I know change is not as easy as swallowing a pill, but it is easier than significant surgery, considering the people who matter to you in your life. Not only is adapting to a growth mindset hugely important for satisfying your cravings for learning, growing, and being stimulated, but it also improves a person's overall health. Thus, I conclude with a quote: "The mind is a flexible mirror; adjust it to see a better world."

RELATIONSHIP WELLNESS

By-Ritika Vasudev

The author is a Relationship wellness coach and Founder of Sundating Wellness. With her practical methods, she has brought joy, contentment and happiness to many lives.

We have defined parameters for physical, emotional, and mental wellness. When it comes to relationship wellness, the parameters are not clearly defined as emotions and behaviours that, when combined, form infinite combinations and permutations. There are, however, guidelines for relationships, the dos and don'ts. Easier said than done, relationships and a person's well-being are not just taught or discussed. So to speak, relationship wellness is not just about intimate relationships; it applies to all personal, professional, and social relationships. Wellness is a state of balance in mind, body, and soul. When even one of the pillars is not in place, negative emotions like sadness, anger, frustration, fear, anxiety and depression take over and result in blocked energy, creating unease, discomfort, or disease in the body.

To be in a good emotional and mental state in your relationship, I recommend a few things to nurture yourself to enjoy happy, fulfilled relationships.

- It is very important to understand your likes, dislikes, tolerance, and intolerance so you can draw healthy boundaries.
- Always take out "me" time to nurture your soul. For example, you enjoyed painting, singing, or any other activity, but now you simply put your needs on the back burner on the pretext of lack of time or being busy fulfilling responsibilities. These are mere excuses. The underlying reason could be that you think taking care of yourself is selfish.
- Never allow anyone to disrespect you. If this disrespect becomes tolerance, then this will become a personal trait, and unconsciously you will be living in disharmony.
- Accept your positive qualities and flaws. These are your cues to understand your needs and desires deeply, and they will also make you aware of your triggers and reactions.
- Believe deeply in yourself: You matter, and you deserve the best.
- You are a powerful being in control of your reactions and responses.
- Always be grateful for every single day, every opportunity, and the person you share your journey with.
- When you feel upset, talk it out with the person directly to resolve it. Do not dwell on it.
- Be grateful to yourself, your body, and the people around you, whether they are part of your life or not.
- Spread and share smiles as much as possible.
- Relationship wellness means accepting and enjoying your relationship fully, whether it is with yourself, your parents, teachers, etc.
- Never make assumptions and then make a decision.
- Manage your time well, and don't forget to tell yourself, your parents, and your partners that you love them.
- Keep a journal to keep your emotions under control. Journaling daily helps you keep your emotions in check.
- When angry or sad, do not speak or answer back to defend yourself. Instead, breathe to let the anger cool down. Now, with a calm heart, discuss the issue.



RITIKA VASUDEV

HOW EMOTIONAL WELLNESS IMPACT BUSINESSES?

By-Shraddha Subramanian Founder & CEO, Sparkling Soul

The author is an award-winning Business & Executive Coach, India's first Intuition Expert, creator of the "Jackpot Method" for businesses & Founder & CEO of Sparkling Soul. Healing through cancer, she transitioned from employee to entrepreneur as her purpose evolved to impact this world by enabling organisations & businesses to live their potential. Being a national-level hurdle racer, she loves speed which makes her coaching very innovative and disruptive.



SHRADDHA
SUBRAMANIAM

This question itself is a surprising one for many.

Businesses are considered as a logical game, a game of mind, planning and strategies. For many business owners, there are only thoughts, and no emotions, there are only strategies and market research that plays a huge role in the success of the business.

Even if businesses are considered more connected towards skills and thoughts, successful businesses are run by only those who are emotionally fit.

This seems to be a contradiction but emotions have immense value in human life. Every moment we live, we deal with, process and conclude our emotions. These are those pointers of navigation which help us to live our potential.

So how do emotions impact business?

Let us consider a mud pot with a mild crack. Every time you think of expanding your field to plant more trees and reap benefits from the same, your cracked pot is not helping you get enough water in a given time to help the trees grow, leaving you with the belief that you have only this much capacity and bringing limitedness to your yield.

Similarly, if your emotions are always leaking the energy you are operating with, you cannot reach your highest potential in business. Emotions are a foundational pillar to success in many ways. They are the fuel with which a human being can either achieve it all or will only keep trying with no potential outcome that is possible to live.

Let us explore the relationship of emotions with key elements in business:

Emotions and Clarity: If you are emotionally stable and feel grounded, you have immense clarity in your life. This will help you operate at a very different level. In business, half the success is met when you are clear about your next steps. Understanding your emotional level and learning to see the clarity through the various emotional phases helps so much in business and life.

Emotions and decision-making: If you are emotionally safe and grounded, the decisions that you take are very profound. The choices are clearer, and you can identify the pros and cons with ease. There is a sense of balance. The decision-making process in business gets more powerful with emotional stability, and you would receive multifold success.

Emotions and Relationships: If you are emotionally overwhelmed, the relationships are always stretched; if you are not at all available emotionally, the relationships are dry and stale. Only emotional balance can help relationships to survive and thrive. In business, the relationships with employees and stakeholders are some of the most important ones. If you are emotionally fit, you can receive so much support from stakeholders and employees because of your connection with them. Otherwise, it is always difficult to keep the ball rolling first and then expand.

Emotions are the navigation system, and if mastered, they can bring a lot of expansion to business and life. The connection with emotions is like reading between the lines; you are tuning into your highest potential to understand the subtlest of changes, requirements, and unsaid stories that make you the best in the industry.



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MASTERING YOUR EMOTIONS

A GUIDE TO DEVELOPING EMOTIONAL INTELLIGENCE AND ACHIEVING INNER BALANCE

By-Lata Singh Dasila – Founder-Director, MEQ Academy Pvt. Ltd. India The author is a Certified Life Coach, Emotional Intelligence Trainer, Assessor & Educator, and NLP Practitioner with 18+ years of IT Industry experience. Through her excellent life coaching skills, she is helping individuals to become successful Kids and Parents Life Coaches. Her main aim is to create a society of happy and positive human beings.



LATA SINGH DASILA

Emotions are an essential part of our lives, and they can have a profound impact on our overall well-being. If we can learn to understand and manage our emotions effectively, we can develop emotional intelligence and achieve inner balance. Here are some tips on how to master your emotions and improve your emotional wellness

Recognize and label your emotions:

The first step in mastering your emotions is to recognize them. Pay attention to how you feel throughout the day, and try to label your emotions as specifically as possible. Are you feeling happy, sad, angry, frustrated, or anxious? Being able to name your emotions can help you understand them better and respond to them more effectively.

Practise self-awareness:

Self-awareness is the ability to recognise your thoughts, feelings, and behaviours. By practising self-awareness, you can become more attuned to your emotions and better understand what triggers them. Take some time each day to reflect on your thoughts and feelings and try to identify any patterns or habits that may be contributing to negative emotions.

Develop coping mechanisms:

Once you have identified your emotions and emotional triggers, it's important to develop coping mechanisms to help you manage them. This could include deep breathing exercises, mindfulness meditation, or physical exercise. Find what works for you and make it a regular part of your routine.

Practise empathy:

Empathy is the ability to understand and share the feelings of others. By practising empathy, you can develop a deeper understanding of the emotions of those around you, which can help you manage your own emotions more effectively. Take time to listen to others, put yourself in their shoes, and try to see things from their perspective.

Build healthy relationships:

Healthy relationships are essential to emotional wellness. Surround yourself with people who support you, encourage you, and lift you. Build strong relationships based on mutual respect, trust, and communication.

Set boundaries:

Setting boundaries is an important part of emotional wellness. Know your limits and communicate them clearly to others. This can help you avoid situations that trigger negative emotions and protect your emotional well-being.

Seek professional help:

If you are struggling with managing your emotions, seeking professional help can be incredibly beneficial. A mental health professional can help you develop coping strategies and provide you with the tools and support you need to improve your emotional well-being.

In conclusion, mastering your emotions is a lifelong process that requires dedication and practice. By developing emotional intelligence and achieving inner balance, you can improve your overall well-being and live a more fulfilling life. Remember to recognise and label your emotions, practise self-awareness, develop coping mechanisms, practise empathy, build healthy relationships, set boundaries, and seek professional help when needed. With time and effort, you can become the master of your emotions and achieve emotional wellness.



Join In

OVERTHINKING

A HABIT THAT CAN HOLD YOU BACK FROM ACHIEVING WHAT YOU WANT.

By-Chetna Singh Program Manager at MEQ Academy

The author is a certified Kids & Parents Life Coach, and a content writer as well. She creates activities on social-emotional learning for children, teenagers and adults. She also writes blogs on parenting and emotional intelligence.



CHETNA SINGH

Everyone has bad days - it's a natural thing. The key is to stop brooding over it so you can move on.

Do you think too much? How specifically would you know that? There are some apparent signs of overthinking. Let's see if you are an overthinker.

- Your thoughts are always negative; they are never positive.
- Your mind is a talking machine that never stops and never shuts off.
- Sometimes you can't sleep because you can't stop thinking at midnight.
- You frequently worry or become agitated over unimportant issues.
- Before making any decisions, you give them a lot of thought, and you frequently have second thoughts about whether they are good or bad.
- You make many assumptions before learning the truth.

You must now be aware of whether or not you fall into the category of overthinkers. If you are, you are not alone in this category, I must tell you, millions of people wish to overcome their tendency toward overthinking.

We must learn to accept some behaviours or habits if we want to get rid of them. People frequently deny their unfavourable characteristics. The first step to evolving into a new version of yourself is acceptance.

When anything unwelcome or negative occurs in our life or our surroundings and our mind is not in a position to accept it, overthinking occurs. Due to the energy, we are giving our mind by having more and more bad thoughts, it talks nonstop. We must cease feeding our minds with negative notions if we want to stop overthinking.

We frequently overthink at night, making it difficult to get to sleep since our minds won't shut off. Thus, before you turn in for the night, consider this: "Can you manage the situation? If the answer is yes, there is no need to overthink; simply take control; if the answer is no, overthinking will not aid in taking control. Just relax, practice meditation, set away all the negative thoughts, and tell yourself that you are not the issue and that you are not those unpleasant feelings and thoughts; all these things do not identify you; there is no need to overthink.

If it doesn't help, talk about your feelings with someone or read a book that will distract your mind so you can sleep better.

Practice mindfulness to stop overthinking; begin by staying in the present and avoiding thoughts of the past or the future. By keeping your mind in the present, you may avoid overthinking, which can lead to problems that don't even exist.

Keep yourself physically active; work out, jog, or stroll to exhaust yourself. This is one of the tried-and-true methods to avoid overthinking and promote sound sleep. However, no matter how exhausted you are after the day, your mind may still manage to overthink, keeping you from getting any rest. If this keeps happening for a while, you should get medical help.

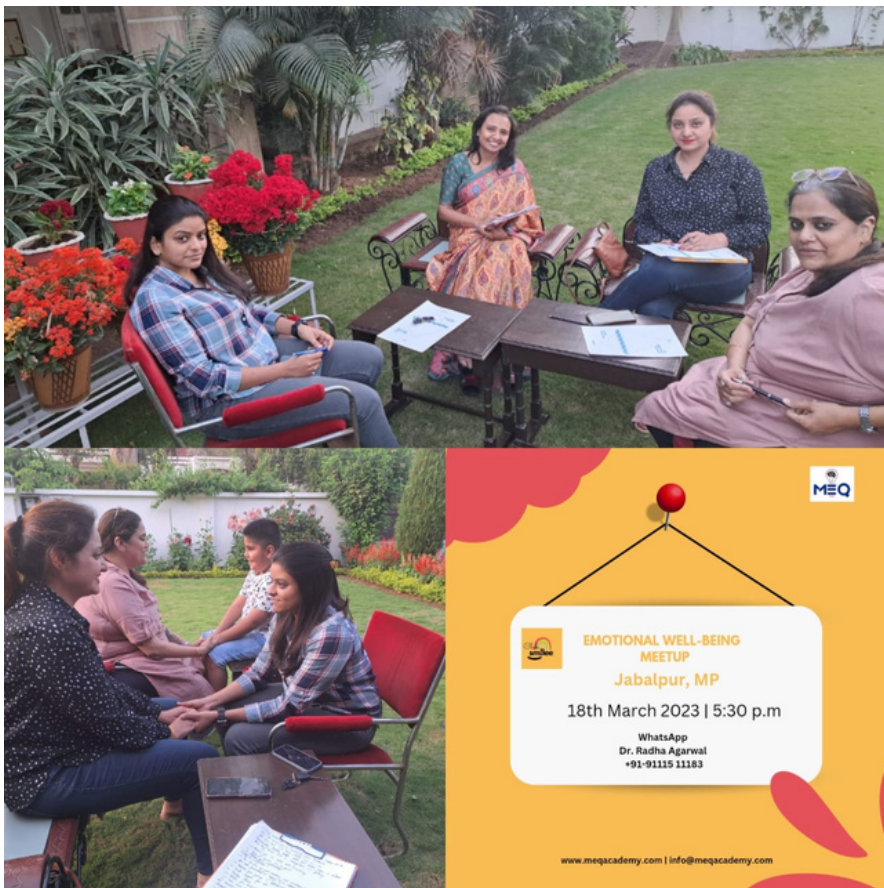
Overthinking can lead to anxiety and depression if it is not identified and treated properly, so people should be conscious of their mental health and stay away from psychological issues.

I'd like to close by saying something profound like, "Life is passing by while you're lying there overthinking repeatedly."



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GLIMPSES OF CLUB SMILEE MEETUP



The Club Smilee's physical meet-up group gathers monthly for a fulfilling experience. Along with a session on emotional wellbeing, the group engages in various fun activities. Joining the club can be an ideal way to discover the depths of your emotions and their significance.

Join In

CLUB SMILEE IS COMING TO YOUR CITY



The Club Smilee physical meet-up group is ready to start in Delhi, Noida, Ghaziabad, Kolkata, Chennai and Mumbai.

Join In

ACKNOWLEDGEMENT

Our heartfelt gratitude goes out to the leadership team and Club Smilee members who generously contributed their time and effort to craft the insightful articles on Emotional Intelligence and Wellness featured in this e-book.

We also extend our appreciation to Chetna and Snehal, who dedicated their efforts to editing and compiling the e-book.

MEQ Academy looks forward to collaborating with our esteemed Club Smilee members on future editions addressing topics related to EI and Wellness.

Once again, our sincere thanks to everyone involved in making this project a success.



GRATITUDE



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