



GEMS

GROWING EMOTIONALLY INTELLIGENT MANAGEMENT STYLES

What are my experiences with being managed? Which experiences do I want to replicate? Which do I need to discard?

How do I approach difficult conversations? What skills do I need to support generative conflict?

BEAM

BLACK EMOTIONAL AND MENTAL HEALTH
COLLECTIVE

What privilege do I embody? How might that impact my management style and choices?

What are my boundaries around work? How might that impact my staff?



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"Clear is Kind."-Dr. Brene
Brown

When delegating tasks, always:

Give deadlines

Be specific about the task

Document

Write down Responsibilities

**Resist the urge to "fix"
and do it yourself.**

**Breathe into allowing
someone to learn on
their own time and
pace.**

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**Don't pretend there is not
a power differential.**

**Acknowledge it, and seek
out partnership as much
as possible.**

**Name difficult things,
even when you don't
know what to do with
them. Avoidance is
asking for chaos and
confusion.**