

# What's Emotions got to do with Culture?

*Strengthening Cultural Interactions with Emotional Intelligence*

## Exercise #1: Sharing Stories of Culture and Emotions

**Step 1: Think of a recent work situation around culture that brings up strong emotions for you.** It can be a heated debate about diversity practices, something a staff member said that upset you, attending an event that differs from your own culture, etc.

**Step 2: Share your story** with another person. Have them share their story with you. Choose one of the stories to work with for this exercise.

**Step 3: Identify three emotions** (frustration, anger, disappointment) present in the story. Emotions can be from you or emotions you perceived present from others. Write these emotions down in the first column.

**Step 4: Describe three consequences** of the emotions in the situation. Did work as a team suffer as a result? Are there grudges? Level of trust went down or up? Jot down what those consequences are in the second column.

**Step 5: Identify three ways you managed your emotions.** Listen more, try to be more accommodating or flexible, leave the situation, etc.

EMOTIONS PRESENT	CONSEQUENCES OF EMOTIONS	MANAGEMENT OF EMOTIONS
1.	1.	1.
2.	2.	2.
3.	3.	3.



## Additional Step to the Exercise...

**Step 6: Match up thoughts and emotions.** In the thoughts column, write down the thoughts you associate with the situation. In the emotions columns, write down the emotions that area result of the thoughts. Don't judge yourself when writing your thoughts or feelings. Write whatever comes up for you. Write for as long as you need to.

Thoughts	Emotions
1.	1.
2.	2.
3.	3.



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## Exercise #2: Uncovering the REAL Stories

Step 1: Is it true?

Step 2: Can you absolutely know it's true?

Step 3: How do you react, or what happens when you believe that thought?

Step 4: Who would you be without that thought?

