Rate the Weight

0 - Calm, Peace
1 - A little bit sad or distressed
2 - Moderate anxiety and worry
3 - Upset, uncomfortable, still functioning
4 - Panicky, lose focus, anxious in the body
5 - Unbearable, cannot function
Topics

- Brain Science Basics
- Behavior as Communication
- Changing Brains for the Better
- Validation
- Toxic Stress, Chaos and Adversity
- Trauma: Historical, Generational, Secondary, etc.
- Mindfulness
- Self-Care
- Burnout
- Emotionally Intelligent Leadership
- From Acceptance to Change
- From Compassion Fatigue to Resilience
What are your beliefs, reactions and/or judgments about emotions and emotional expression?

<table>
<thead>
<tr>
<th>I've been taught to keep it all buttoned up, emotions at work are unprofessional</th>
<th>Showing emotions can be a sign of weakness</th>
<th>Leave it at the door. BAD advice!</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emotions are bad.</td>
<td>Being older was taught to suck it up and ignore feeling and push through</td>
<td>Women are too emotional</td>
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<tr>
<td>Emotions are dangerous.</td>
<td>Emotions are rooted in a lot of subconscious memories and experiences. Sometimes it takes a minute or help to really determine the source.</td>
<td>To hold in our feelings.</td>
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</table>
What are your beliefs, reactions and/or judgments about emotions and emotional expression?

- Emotions don’t serve us in the workplace
- It’s healthy to express emotions (and scary or not always safe)
- Emotions are inconvenient
- I naturally have less emotional affect than a lot of people. Sometimes people think I’m flat when I’m not, and sometimes people try to force me into more expression.
- It is up to each person to control and find ways that help them handle the way the process.
- That there is a place and time for emotional expression (especially sadness, anger, frustration, etc.) which is not in the workplace or in a public setting. Those emotions are for private/alone time. Shows weakness.
- Ignore how you feel unless it’s not going to be inconvenient
- As a woman, you are judged as being overly emotional when you have strong opinions, but I find that to be more frustrating than anything. Professionally, emotions are discouraged I think. I think emotions show a deeper issue that needs addressed.
- Emotions can be an inconvenience
What are your beliefs, reactions and/or judgments about emotions and emotional expression?

Idea your feelings

As a leader, I need to be the strongest and least emotional of my crew.

Emotions can be controlled when one is Centered.

Helpful and necessary. Requires us to slow down a little bit or make time in a hectic day.

It's important, but not often addressed at work.

Mental health is important but how do we help/provide support at work?
What are your judgments or reactions to caring for brain health at work?

- It is a little weird to me since it is a commercial space and not a personal space, but I appreciate the opportunity.
- I think most of our management wants to take care of employee's mental health, but we lack the skills to do it.
- It's welcomed but there isn't always time to care for brain health.
- I'm thrilled this is finally part of the conversation!
- That I do not have time to allow it.
- I think it's important.
- Mental health is important but nothing really done for it.
- Management talks about the importance of mental and emotional health, but doesn't implement strategies or support for employees.
- It is so important right now to focus on the health of those we work with. Everyone is dealing with so much it seems we just need to step back and breathe and be kind.
What are your judgments or reactions to caring for brain health at work?

- Brain health is a 'supposed to be' priority but really isn't and you are the problem if you bring it up.

- Hard to find the time when short staffed and overworked.

- It's so important. We need to organizations time and space to figure out how to integrate this into their culture and routines.

- Pre-covid I probably wouldn't have been in favor of it, but after watching how staff and myself have reacted to the pandemic and its aftermath, I feel it is extremely important to take care of ourselves and each other.

- It is a necessity for functional work place as well as when you go home for your brain wellness.

- We need more of it! We have come along way, but more is needed.

- I spend a third of my day at work, I need to be able to care for my brain during that time.

- Your work is an extension of yourself, so most assuredly you must address.

- I believe that it is important for your productivity, management talks about it but does not implement.
What are your judgments or reactions to caring for brain health at work?

Provide ideas on how to integrate these practices into the workplace and culture...maybe a menu?
What would be helpful for you as a leader in caring for emotions at work?

<table>
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<th>Suggestion</th>
<th>Description</th>
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<td>Changing culture to allow staff to feel comfortable to share their emotional needs as well.</td>
<td>Provide a menu of ideas on how to integrate pieces of the passport and practices into a variety of workplaces and cultures.</td>
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<tr>
<td>Time during the workday for employees to address their emotional needs.</td>
<td>More regular 1:1 meetings</td>
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<td>Brain health activities</td>
<td>I need to be aware of the members feelings and how I can help them know how meaningful they are to our vision/mission.</td>
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<td></td>
<td>Ideas for engaging leadership to build support for employee brain health</td>
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<td>There is a lot of fear associated with sharing emotions. We need to work to alleviate peoples genuine concerns.</td>
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What would be helpful for you as a leader in caring for emotions at work?

- Help determine a way to incorporate wellness into a busy work schedule. Suggestions for things to do to promote this.
- How to get buy in from Boards
- Finding a healthy way to talk about frustrating experiences without bad-mouthing others.
- Being supported for all emotions, not just the ones management expects/finds appropriate
- Encouraging leaders to allow themselves the time to engage with staff, this way it can be a more welcoming environment.
- To realize as a team we all are dealing with stress and possibly at home as well and share with others.
- Providing agencies with trainings to present to their teams.
- Helping staff to know that their thoughts, opinions, and emotions are important. Along with encouraging a mindful minute daily or weekly.
- Help with what to do with unwanted emotions
What would be helpful for you as a leader in caring for emotions at work?

- Help encourage self care to help performance of overall health and better performance in the workplace.
- Learning different ways to help co-workers take a brain break, relax, and know that we do care and support them.
- How to affirm emotional wellness, or lack thereof, while still being a strong leader.
- Tools, resources to incorporate mental health into work culture.
- Allowing staff to take mental health time throughout the day.