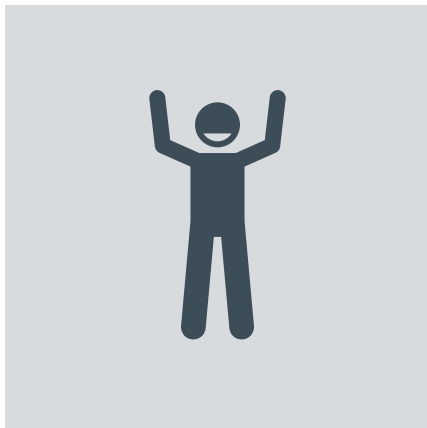


EMOTIONAL AGILITY

Emotional agility is the capacity to be flexible with your thoughts and feelings.

INDIVIDUALS WITH EMOTIONAL AGILITY:



Are able to

- Engage with greater presence
- Are more able to get perspective
- Take more values aligned actions
- Are more forward focused



Enjoy these benefits

- Live more adaptive
- Engage better decision-making
- Deliver better performance
- Foster stronger relationships
- Benefit from improved mental well-being



Avoid

- Being emotionally rigid
- Suppressing emotions
- Overly reacting to emotions

Foster emotional agility by noticing your emotions arise, understanding their origins, and responding to them more effectively.

EMOTIONAL AGILITY BENEFITS WELL-BEING, EFFECTIVENESS, AND OUTCOMES.

Improves Mental Well-being:	You are better at acknowledging, processing, and understanding your emotions.
Enhances Relationships:	You interact with others more effectively. It aids in empathy, listening, and conflict resolution.
Fosters Better Decision Making:	You engage values and long-term goals to take informed action.
Increases Resilience:	You handle stress, adapt to change, and rebound from setbacks more effectively.
Improves Performance:	You have improved focus, creativity, and collaboration.
Promotes Personal Growth:	You increase self-awareness, personal insight, and growth.
Alignment with Values:	You lead a more purpose-driven life as actions are aligned with core values.



THINGS THAT IMPAIR OR BLOCK YOUR EMOTIONAL AGILITY:

Reactive State:	Being behind the wave or operating from a place of continual reaction with little to no time for processing.
Cultural or Societal Norms:	Discouraging the expression of certain emotions or promoting the idea that being emotional is a sign of weakness is a part of some belief systems.
Past Traumas:	Suppressing or avoiding certain emotions can be a protective mechanism from past experiences.
Fear of Judgment:	The fear of being judged can prevent us from expressing or even acknowledging our true feelings.
Habitual Patterns:	Developing reactions or habits to emotions over time can become so ingrained that our responses occur without conscious thought.
Avoidance:	Distracting ourselves, resisting, or procrastinating with difficult emotions is common.
Ruminative Thinking:	Dwelling on negative events, feelings, or thoughts can impair emotional agility.
Fixed Mindset:	Believing abilities and traits are static and un-changeable, can make it more difficult for us to adapt or change in response to our emotions or challenges.



EMOTIONAL AGILITY IS A DISCIPLINE. TO BUILD:

- **Move through Initial Discomfort:** It can be hard to engage emotions, especially ones that are uncomfortable or suppressed.
- **Invest Time and Effort:** It requires consistent effort, introspection, and practice.
- **Face Unpleasant Truths:** It can be hard to confront aspects of oneself.
- **Risk Misunderstanding:** It can be unfamiliar and hard. It might get worse before it gets better.
- **Maintain overtime:** It requires ongoing practice and refinement, which takes time and energy.
- **Be vulnerable:** It can feel uncomfortable or even risky in some situations.
- **Start:** It can be hardest in the beginning, start anyway.

EMOTIONAL AGILITY IS A PRACTICE. TO DEVELOP:



(INTERNAL/SELF)

- **Build Self-awareness:** Recognize and label your emotions. This can be as simple as saying to yourself, "I'm feeling anxious right now" or "I'm feeling excited about this opportunity."
- **Accept Your Emotions:** Allow yourself to feel your emotions without judgment rather than pushing away negative emotions or clinging to positive ones. Feelings are a natural part of the human experience.
- **Get Curious:** Explore strong emotions as a gateway to deeper self-understanding. Why might you feel this way? What can it teach you?
- **Detach from Your Thoughts:** Recognize that you are not your thoughts. Can you observe your thoughts without getting wrapped up in them?
- **Reframe Negative Self-talk:** Assess when you are overly self-critical. Challenge yourself to reframe those negative thoughts into more positive or constructive ones.



(ACTION/SELF)

- **Identify Your Values:** Know what's truly important to you. What do you stand for? What qualities do you want to embody?
- **Act on Your Values:** Engage values to guide your actions, especially when faced with challenging emotions.
- **Practice Mindfulness:** Stay present and connected to your experiences through meditation or deep breathing exercises. Observe your thoughts and feelings without getting caught up in them.
- **Develop a Growth Mindset:** Reframe challenges and setbacks as opportunities for growth. Rather than a failure, what can be learned and developed?



(OTHERS)

- **Seek Feedback:** Gather constructive input from others to see blindspots or emotional patterns that one might not see in themself.
- **Seek Professional Help:** Engage others to manage challenging emotions or thoughts. Ask them for tools, strategies, and a safe space to explore and develop your emotional agility.
- **Engage in Continuous Learning:** Read books, attend workshops, or listen to podcasts about emotional intelligence, mindfulness, and other related topics. The more you know, the better equipped you'll be.
- **Build Support Systems:** Surround yourself with supportive individuals who understand your journey to emotional agility. They can offer encouragement, perspective, and even accountability.
- **Reflective Questions:** Who are three "emotionally agile" people you admire? What are three actions you could take to practice greater Emotional Agility?

IDEAS INTO ACTION



AWARENESS:

- Notice when you listen deeply and what supports that.
- Notice where you shut down, tune out, and react.
- Notice good listeners who you admire/dislike? Why? What do they do or not do? Where do you feel most heard?
- Where do you need to focus and invest to be a better listener to others?
- Where do you need to focus and invest to be a better listener to yourself?

ACTIVATION

- Engage with diverse emotions.
- Delve deeper and be with the emotions.
- Prepare for “emotionally charged” situations.

AGILITY BUILDING

- Invest focused time in reflection.
- Engage in more complicated emotions.
- Engage in more complicated situations.

ACCOUNTABILITY

- Get Feedback from others.
- Explore blindspots proactively.

ACCELERATION

- Invest time and energy in exploring new situations.

REMEMBER: Emotional agility can be cultivated with practice, consistency, and some discomfort. It is a discipline to be learned and strengthened. Key: remain patient and view every experience as a learning opportunity.

Please share where you are experiencing greater agility and what questions arise.

To learn more, please visit www.AIMLeadership.com (c) 2024 AIM Leadership, LLC