How to be a Compassionate Emotion Scientist

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How Educators Feel Right Now

PERMISSION TO FEEL

How Parents Say their Kids are Feeling Right Now

We are a group of people in New York, London, Berlin and Singapore. We create brands, products and marketing. And we use strategy, design, content and development to do it.

How are you feeling?

ENERGY

PLEASANTNESS

Our students, educators, and workforce are spending 70-80% of their days in the RED and BLUE. While the goal is NOT to be in the YELLOW and GREEN all of the time, we need greater balance!
It starts with giving ourselves and our loved ones the Permission To Feel

What does Permission To Feel mean to you?
Who gave you the Permission To Feel?
What are the characteristics of that person?

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Steps for Lasting Impact

- Learn the science of emotion and emotional intelligence
  - Emotions are information, not “disruptive”
  - Be an emotion scientist, not a judge (remember: behavior is not emotion)
  - SEL is about using all emotions wisely to achieve desired outcomes

- Understand that SEL skills are hard, not “soft” skills
  - We need to change the “reward” system to include SEL skills which lead to important life outcomes (SAT scores and grades get you into college)
  - Research shows 30-40% of jobs require SEL skills, but only 42% of employers believe new graduates are prepared for the workforce with these skills
**The RULER Skills**

**R**ecognizing emotions in self and others  
**U**nderstanding causes and consequences of emotions  
**L**abeling emotions accurately  
**E**xpressing emotions  
**R**egulating emotions effectively

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**Emotion Regulation Strategies**

**PHYSIOLOGICAL REGULATION**  
- Mindful breathing

**SELF-CARE (Strong Immune System)**  
- Sleep, nutrition, exercise

**HEALTHY RELATIONSHIPS**  
- Feeling safe, heard, & connected

**MANAGING YOUR THOUGHTS**  
- Positive self-talk, gratitude, & reappraisal

**MANAGING YOUR LIFE SMARTLY**  
- Modifying & selecting situations to prevent stress, having routines and setting daily goals, problem-solving

**DOING MEANINGFUL THINGS YOU ENJOY**  
- Spirituality, hobbies, entertainment, & leisure

**FORGIVENESS**  
- Having self-compassion; Giving ourselves permission to fail & forgive.

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**Steps for Lasting Impact**

- Focus more on prevention so there is less need for intervention, but take a multi-tiered approach  
  - Intervention models do not reduce the number of new “cases”  
  - Building protective factors to promote good mental health reduces the burden on multiple forms of disease and improves life outcomes

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**Steps for Lasting Impact**

- Have greater balance in the “core” curriculum  
  - How many hours are spent on “core” subjects vs. explicit instruction in SEL skills?  
  - Move beyond “what gets assessed gets taught” model (SEL underlies all learning)  
  - Acknowledge that testing can be biased (and these biases may hinder student motivation and attitudes about school)

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**Steps for Lasting Impact**

- Educate families  
  - Let kids be kids!  
  - Spend more time with kids! Children shouldn’t be an “inconvenience”.  
  - The average teenager spends 6 hours per day using tech  
  - Anxiety & depression are correlated with time spent using tech  
  - Teenagers now prefer to communicate via text than face-to-face  
  - Monitor mixed messages: “self-care matters, but kill yourself to get into a top college”

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**Steps for Lasting Impact**

- Eliminate “quick fix” mentality and focus on systemic change  
  - Schools are accustomed to the “train and hope” model (and repeat and repeat)  
  - Move from single constructs like grit or mindfulness to a developmental model  
  - Move from fragmented and piecemeal to a more systemic approach  
  - Employ better systems (metrics) to track implementation and outcomes
• Overhaul outdated and often harmful policies and educate policymakers
  • US is the only country that hasn’t signed the UN Convention on the Rights of Children
  • Corporal punishment is still allowed in 19 states
  • Many bullying policies focus on protecting schools, not children
  • We need a greater focus on structural issues that perpetuate inequities including stigma and racism

Steps for Lasting Impact

Healthy Emotion Co-Regulation

• Step 1: Set yourself up for success
• Step 2: Explore
• Step 3: Strategize
• Step 4: Follow up

Set a goal, make a commitment!

• Think about everything we discussed today.
• What from today’s webinar resonates the most with you? What can you apply right now or today?
• Set an intention to apply this strategy.
• What will be different as a result of using this strategy?
• What might get in the way? How can you plan better?
• You owe it to yourself, your children, and society!

Let’s Put It All Together!

• Acknowledge that all emotions are information
• Give yourself & others the Permission To Feel
• Strive to become an emotion scientist, not an emotion judge
• Learn and refine the skills of emotional intelligence (i.e., RULER)
• Appreciate that developing emotional intelligence is harder than learning traditional “hard” skills (it’s life’s work!)
• Focus on systemic change & embrace its complexity
• Don’t give up building a healthier, & more equitable, innovative, & compassionate society so all children (adults) can achieve their dreams

The RULER Approach

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<thead>
<tr>
<th>STRATEGY</th>
<th>STAKEHOLDERS</th>
<th>AIMS</th>
<th>IMPACT</th>
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<tr>
<td>Adult personal and professional learning</td>
<td>Administration and school board</td>
<td>Increased engagement and performance</td>
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<td>School-wide tools for K-12 classrooms, resources, and OSS resources</td>
<td>Educators and staff</td>
<td>Better-quality relationships and less bullying</td>
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<td>Online platform and coaching support</td>
<td>Families</td>
<td>How responsible decisions and behaviors</td>
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<tr>
<td>Monitoring and evaluation tools</td>
<td>Students</td>
<td>Better crisis management and greater well-being</td>
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• Individual-level: Emotional Intellect (honest self-knowledge) and emotional skills
• Setting-level: Healthier emotional climates in schools and homes by changing policies, pedagogy, practices, and school-wide policies