Emotional Intelligence: From Theory to Practice

MARC A. BRACKETT, PH.D.
Director, Yale Center for Emotional Intelligence

@marcbrackett marc.brackett@yale.edu
eye.yale.edu ruleyale.edu
inspired.facebook.com

“T’ve learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.”

MAYA ANGELOU

Emotions Matter

Attention, Memory, and Learning
Decision Making
Relationship Quality
Physical and Mental Health
Everyday Effectiveness

How do students feel in school?

Yale Center for Emotional Intelligence

Roel Wood Johnson Foundation

Born This Way Foundation
Among the top 10 emotions named, 8 were negative and 2 were positive.

Top 3 current feelings:
- TIRED (70% of the time)
- BORED
- STRESSED (80% of the time)

How do students want to feel at school?

Happy, excited, energized, inspired, safe, comfortable, valued, respected, connected, supported, balanced, content, empowered, motivated, passionate, purposeful.

How do students' experiences at school relate to their feelings?
STUDENTS WHO SAID...

Other people have been mean or cruel to me
tend to feel more

Lonely Fearful Hopeless

STUDENTS WHO SAID...

What I’m learning is relevant to my goals in life
tend to feel more

Interested Respected Happy

STUDENTS WHO SAID...

In my school, teachers deliver engaging and interesting lessons
tend to feel

Less bored More respected Happier

STUDENTS WHO SAID...

Teachers encourage creativity
tend to feel

Happy Interested Hopeful

STUDENTS WHO SAID...

Students in my school get along well
tend to feel

Accepted Connected Supported

WHAT IS SEL?
3/19/16

HOW DO WE CLOSE THE GAP?

EMOTIONAL INTELLIGENCE

RECOGNIZING EMOTION
UNDERSTANDING EMOTION
LABELING EMOTION
EXPRESSING EMOTION
REGULATING EMOTION

RECOGNIZING EMOTION
Identifying emotion in oneself and others by interpreting facial expressions, body language, vocal tones, and physiology

UNDERSTANDING EMOTION
Knowing the causes and consequences of emotions, including the influence of different emotions on thinking, learning, decisions, and behavior

LABELING EMOTION
Having and using a sophisticated vocabulary to describe the full range of emotions

Learning Environment
SE Skills Development
Emotional Disregard
Academic Achievement
Conduct Problems
Positive Attitudes
Prosocial Behavior
Emotional Disorders
Social and Emotional Skills

Positive Emotional Climate
Emotional Intelligence
Matter of Mindset
Emotions
Engagement
Academics
Health
Relationships
Decisions
EXPRESSING EMOTION

Knowing how and when to express emotions with different people and in multiple contexts

Influences

• Individual differences
• Social norms (family/work)
• Culture (display rules)

REGULATING EMOTION

The “thoughts” and “actions” we use to manage emotions

Moving from:

• Negative self-talk to positive self-talk
• Blaming to reframing
• Procrastination to achieving one’s goals

WHAT DOES EI PREDICT?

Less Skilled

• Conduct problems
• Aggressive behavior
• Hyperactivity/attention problems
• Risky sexual behavior
• Substance abuse
• Social deviance
• Anxiety/depression

More Skilled:

• Empathy
• Well-being
• Quality relationships
• Prosocial behavior
• Satisfaction with school
• Leadership skills
• Academic achievement

WHAT DOES EI PREDICT?

Managers/Leaders

Have greater sensitivity and empathy
Are rated as more effective by direct reports
Receive greater merit increases and performance ratings

Teams

Have faster cohesion
Perform more effectively in a shorter time
Are more satisfied with team communication
Receive more social support from team members

CEOs, “I would do anything to take this person with me!”

RULER APPROACH TO TRAINING

School Leaders

Educators

Students

Early Childhood

Lower Elementary

Upper Elementary

Middle School

High School

Families

Training, Coaching, Webinars, & Learning Communities

RULER®

Our Center’s evidence-based approach to social and emotional learning (SEL)
**RULER ROLLOUT PLAN**

- Introduce RULER to Key Stakeholders
- District & School Leaders
- Create Steering Committee
- Train
- Develop School-Based Implementation Teams
- Train Teachers & Students
- Families
- Train Educators, Staff, Students, & Families
- Embed RULER into Mission, Curriculum, & Behavior Support Policies

**ANCHORS OF EMOTIONAL INTELLIGENCE**

- The Mood Meter
  - How are you feeling?
  - As a class, we want to feel...
  - In order to have these feelings consistently, we will...
  - We will prevent and manage conflict by...

- Emotional Intelligence Charter
  - Take a Meta-Moment
  - Solve problems with The Blueprint

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FROM SUSPENSIONS TO SKILL-BUILDING

www.moodmeterapp.com
FROM... ME TO WE

The Feeling Words Curriculum (K-8)
- Feeling words are integrated into core curriculum using a 5-step process
  - Personal Association, Academic Link, School-Home Partnership, Creative Connection, & Strategy-Building Session

Optimizing Intelligences (High School)
- Focus is on:
  - Who am I? Where do I want to go? What skills do I need to get there?
- Students learn about:
  - Mindset, goal setting, motivation, well-being, personality, mind-body connection, creativity, flow, critical thinking, and emotional intelligence

What Are Feeling Words?

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<thead>
<tr>
<th>Word Family</th>
<th>Grade: 6</th>
<th>Grade: 7</th>
<th>Grade: 8</th>
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</thead>
<tbody>
<tr>
<td>Happy</td>
<td>jubilant</td>
<td>fulfilled</td>
<td></td>
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<tr>
<td>Sad</td>
<td>despair</td>
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<tr>
<td>Angry</td>
<td>hostility</td>
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<td>Proud</td>
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<td>Fearful</td>
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<td>Guilty/Shame</td>
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<td>Empathy</td>
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<td>Anxious</td>
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<td>Calm</td>
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<td>Respect</td>
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<td>Self-Management</td>
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Students:
- Less anxious and depressed
- More developed emotional skills
- Fewer attention problems
- Better academic performance
- Greater leadership skills

Teachers:
- More engaging, supportive, and effective

Classrooms/Schools:
- More positive climates and less bullying

RULER MAKES A DIFFERENCE

Inspired.facebook.com
Join “educator group”

inspirED Team

Start an InspirED Team at Your High School
IT’S TIME FOR AN EMOTION REVOLUTION

- Emotions Matter
- Emotional Intelligence is real
- There are tools to develop emotional intelligence
- Developing emotional intelligence can help us to create a healthier, more effective and compassionate society.

THANK YOU

EMAIL: marc.brackett@yale.edu  WEBSITE: ei.yale.edu
TWITTER: @marcbrackett; @YaleEmotion; @RulerApproach
FACEBOOK: TheRULERApproach
APP: moodmetersapp.com
INSPIRED: inspired.facebook.com