


Being your best self





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Being your best self

Explore the psychology of how we use emotions to bring forward the best of ourselves and others.

This session is one of a two-part series designed to help you unpack ways to enhance your capacity to manage emotions and positively influence the way you and others are thinking, feeling and acting.

Managing emotions can be difficult, particularly in times of uncertainty. This year has been challenging in almost every aspect of our lives, and it is more important than ever that we invest in our own wellbeing.

This session deepens the learning covered in Bastow's previous webinar Boosting Psychological Wellbeing: [Watch recording](#).

This session will enhance your ability to:

- Boost your self-awareness by defining your best and worst selves.
- Define an "ideal day" to boost your well-being.
- Explore your default 'triggers and reactions' and identify more considered responses.
- Boost your emotional management capacity through a 4-step process that can help you engage your considered response more readily and frequently.

The objective of this session is to explore how you can use the science of emotions to help be more of your best self more often in all aspects of how you live, love, parent, lead and learn.

What would it mean to you to be more of your best self right now? Take a moment to consider that question and capture some thoughts below. Once you have, take a moment to comment on this in the chat box of the webinar. Your contributions in the chat box help to make these sessions more engaging, informative and useful.



Self-awareness – best self / worst self

Social neuroscience has shown:

1. Environment plays a large role in shaping the way we feel.
2. The way we feel plays a significant influential role in thinking and decision-making; and in our behaviour and therefore how we connect, communicate and collaborate with others.
3. We can change the way we feel and therefore how we think and behave by deepening up our understanding of our emotions, what triggers them and how we respond. From here we can dramatically improve our self-awareness and how we connect, communicate and collaborate with others.

In this section of the session we are going to draw upon the theory of behavioural styles first developed by Dr William Marston, a professor at Columbia University in the 1920s. Marston wrote a book titled: *Emotions of Normal People*¹, in which he theorised that the behavioural expression of feelings could be categorised into major styles. These styles were subsequently developed by other academics and researchers into what today is commonly known as the DISC model of personality. The DISC model describes how different people tend to think, feel and behave according to differences around two primary needs:

- 1) the need for Control.
- 2) the need for Affiliation.

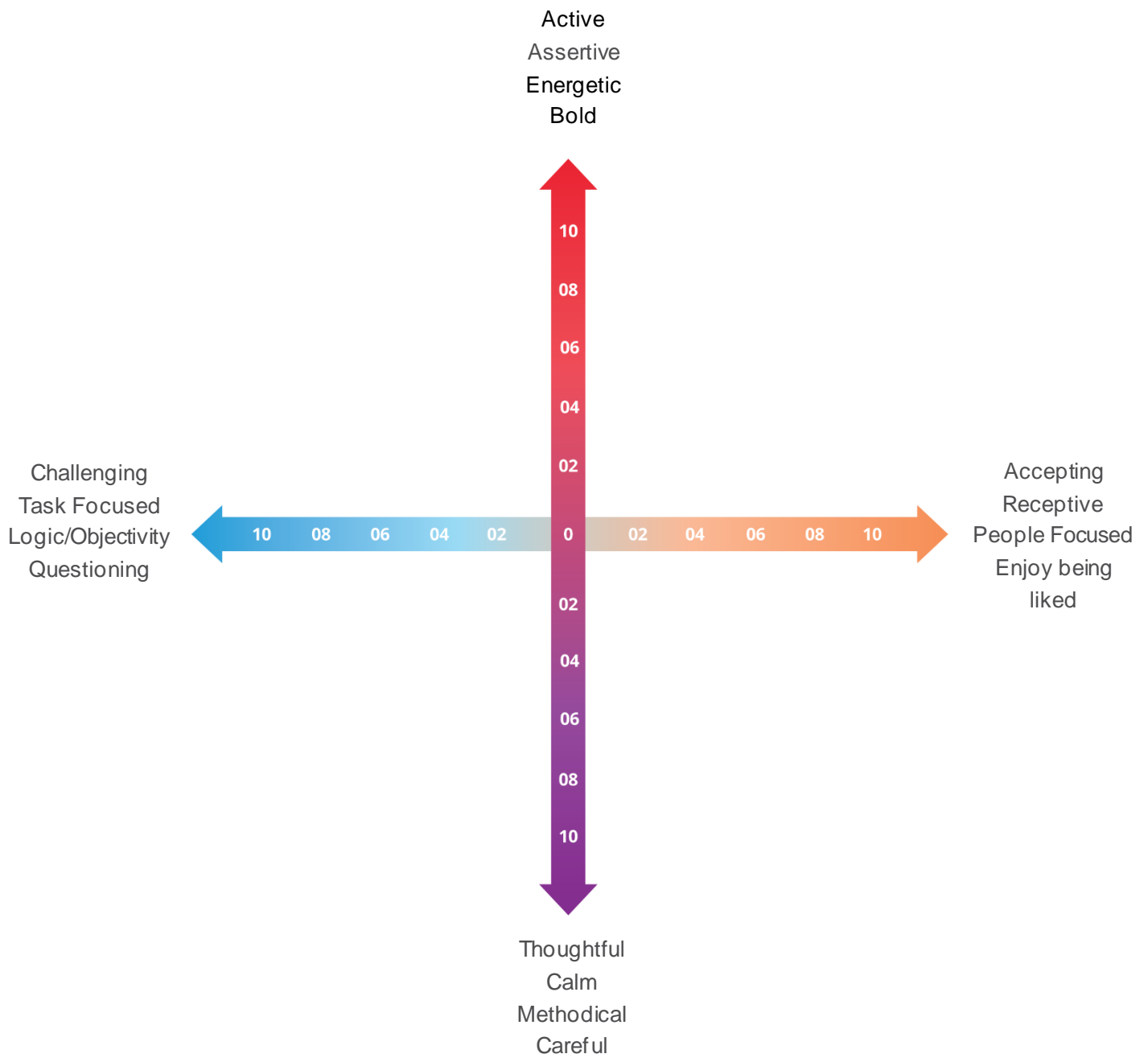
The model provides a common language and understanding that can be used to identify, discuss and adapt to how we interact with each other.

Through better understanding the DISC model we can build a clearer picture of workplace events that trigger pleasant and unpleasant feelings, and how we tend to respond to them. This insight helps people make better choices about how to think and behave with others in order to best connect, collaborate and influence them.

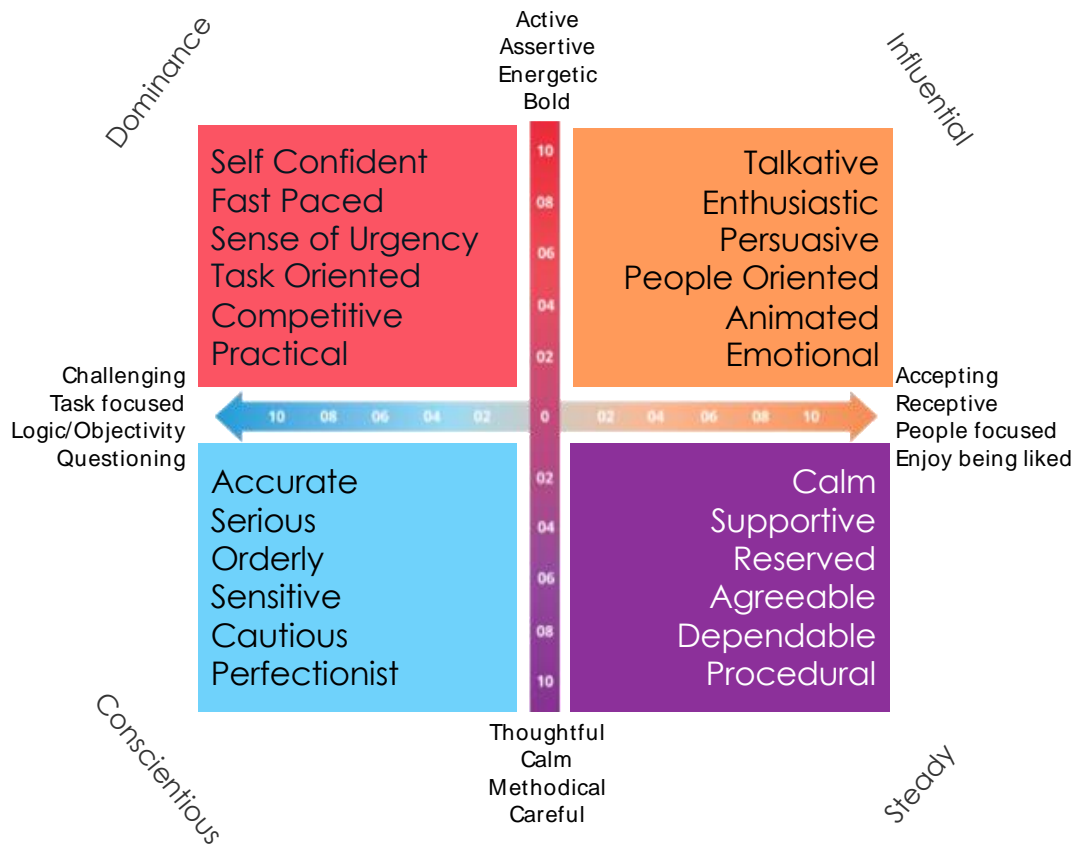


¹ Marston, W. M. (1928). *Emotions of normal people*. London: K. Paul, Trench, Trubner & Co. Ltd.

Self-mapping exercise



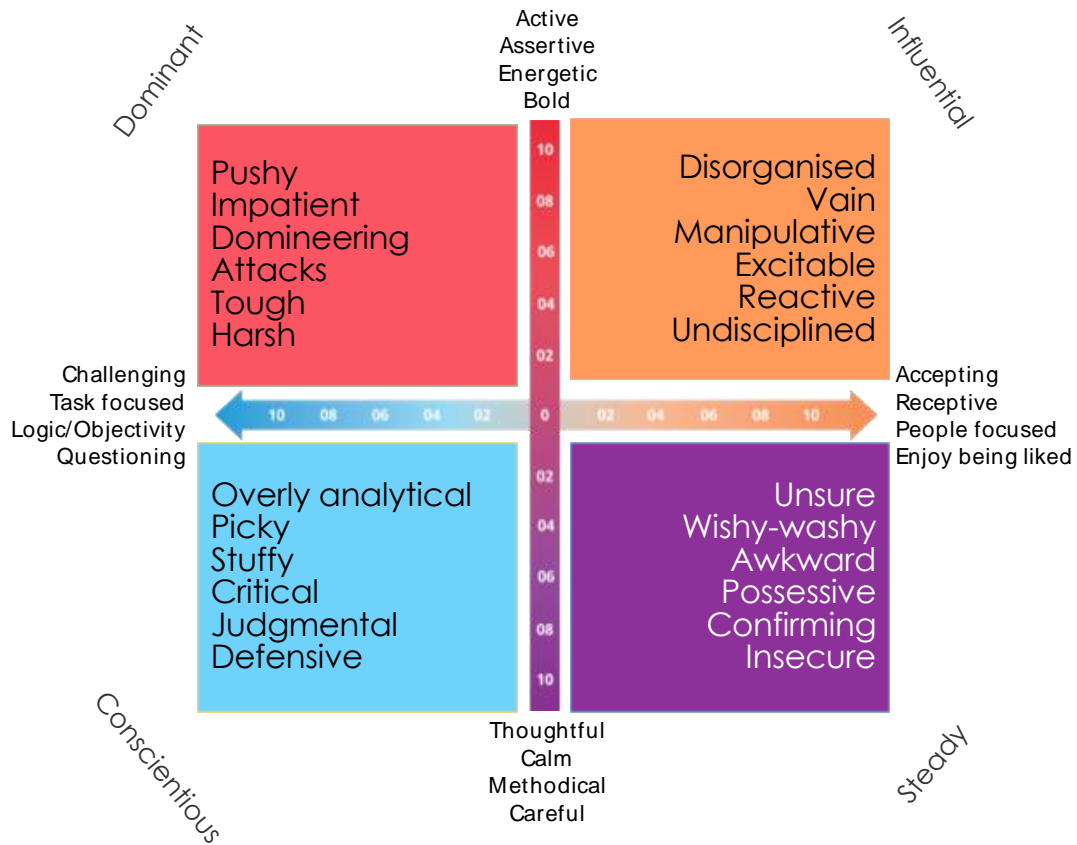
Your best self



Once you have completed the self-mapping exercise you should have identified a quadrant of the model that is most descriptive of you (e.g., Dominance, Influential, Conscientious or Steady). You will also possess some of the characteristics of the other quadrants as well. Use your findings and the descriptors above to help you define your best self.

- How would you describe your best self?
- What are you like to be around?
- How does it feel?

Your worst self



Use your findings and the descriptors above to help you define your worst self.

- How would you describe your worst self?
- What are you like to be around?
- How does it feel?

Invest in your well-being



- Creating boundaries
- Reducing the amount of news, you watch/listen to
- Gratitude reflections
- Diarising 'think'/reflection time
- Perspective taking, and generally balancing what you read



- Sleeping better
- Drinking less alcohol and caffeine
- Eating more nutritious whole foods
- Exercise – something most days
- Mindfulness meditation (Smiling Mind)



- Relationship improvement (goal setting & actions)
- Staying connected with people, structure regular check in times
- Getting involved in network groups, conferences and industry events
- Leaning into conflict/difficult conversations



- Burning scents, playing music
- Structuring email and call times
- Doing something you love in the outdoors
- Doing things that move you emotionally
- Working on your work area



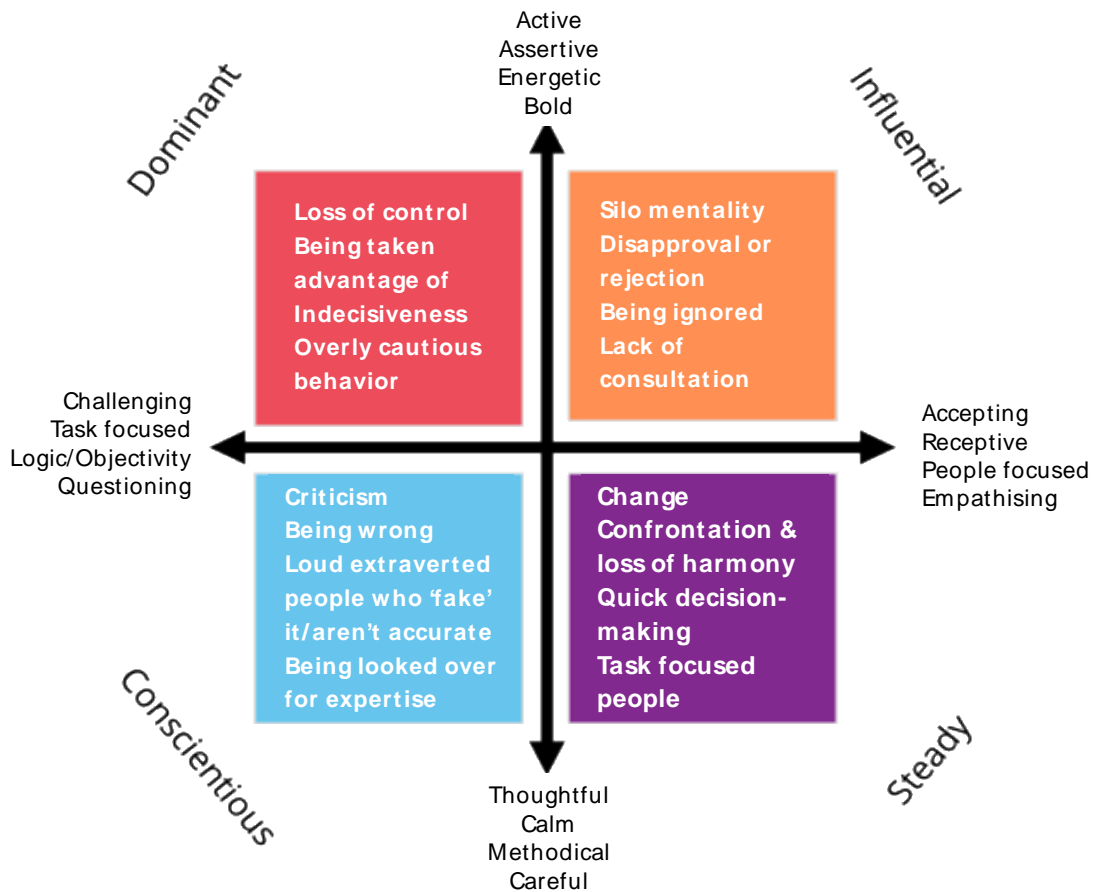
Your ideal day

Morning	
Afternoon	
Evening	


Example ideal day

Morning	<ul style="list-style-type: none">• met my ideal sleep goal – 7 hours• mindfulness meditation (smiling mind app) – 10 mins• balanced breakfast• set priorities for the day• no back-to-back meetings, email and call times are scheduled• ride to work/walk before starting work
Afternoon	<ul style="list-style-type: none">• structured breaks, stand-up/sit down; mixture of activities and interactions• lunch with a colleague away from desk, followed by a walk• limit caffeine after 2pm• reflection and preparation time before the day ends at 4pm• ride home/go for a walk.
Evening	<ul style="list-style-type: none">• phone in aero plane mode• music time with kids and a walk of the dog at the park• balanced dinner finished before 7pm• cool down time before bed, no screen time 1hr before,• self-improvement podcast or reading.• gratitude reflection.

Triggers and reactions



Reaction	Description
'Attacker'	Come out charging; the best defence for a strong emotion is to go on the attack of others; bluster away through the emotion of the situation.
'Victim'	Become overwhelmed by the emotion; over-generalise the situation as a never-ending pattern; pick-out, magnify and dwell on the emotion.
'Avoider'	Withdraw from the situation; deny or discount the situation or interaction; emotionally close-down during difficult interactions or situations.



'Hero'	Refuse to ask others for help; unwilling to let go; become patronising of others, especially when unsure of how they are feeling.
'Judge'	Adopt a tone of absolute certainty and sureness beyond reasonable doubt; justify own position as the 'right' one; discount others' perspectives.
'Saboteur'	Find fault with everything but seldom offer a useful solution; aim to influence others to feel the same; spread rumours about issues.
'Pollyanna'	Unrealistically optimistic; demonstrate a strong positivist bias; unable to recognise the downside of situations; fail to identify emotional problems.
'Fortune Teller'	Jump to unsupported conclusions; predict outcomes without evidence; decide on others' perspectives without confirming; catastrophist.
'Super-agreeable'	Always reasonable and sincere but un-authentically so; leave others thinking you agreed only for the sake of peace.
'Child'	Report shortcomings of others; fail to take responsibility for own actions; defer decisions to others; impulsive; prone to whinging.
'Gloomy Gus'	Discount the positive; hyper-pessimistic; exaggerate issues; discount own and others' qualities; the ultimate pessimist or devils-advocate.
'Sniper'	Use innuendos to trigger distracting emotions in others; playful teasing and not-too-subtle remarks; non-verbal and behavioural attacks.



From reactions to considered responses

Trigger	Default Reaction	Considered Response	Benefit



A four-step process for responding

Put your 'labels' (e.g. Defensiveness & Openness) in places that remind you to engage with them

Step	Notes
1. Read the warning signs. Recognise that here is a potential trigger - reaction situation ahead	
2. Name the feeling. Put a name to what you are feeling e.g. anger, concern, frustration, belittled	
3. Elevate yourself to a 'best person perspective'. Ask what would my best self do or how would my best self respond to this?	
4. Choose a considered, best self response and implement	



Summary

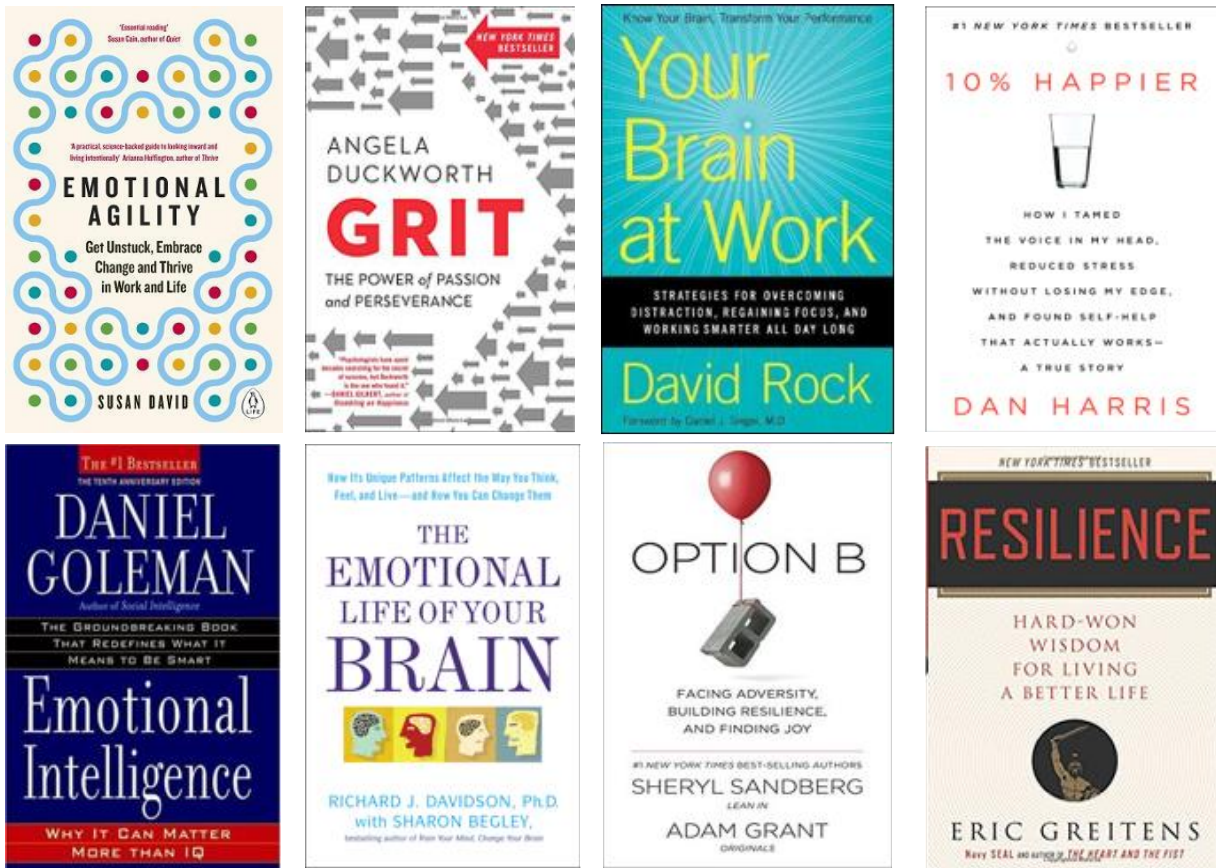
In this session we have:

- Boosted our self-awareness and defined our best and worst selves
- Defined, finessed or action planned around an “ideal day”
- Explored our ‘triggers and reactions’ and defined considered responses
- Boosted our emotional management capacity through the 4-step process, one that can help engage your considered response more readily and frequently

**What is something that has stood out for you today?
What’s been most personally relevant?**

What will you do to invest in your well-being and bring out your best self, more often?

Recommended reading



Recommended short videos

Susan David on emotional agility

https://www.youtube.com/watch?time_continue=1&v=0_6hu6JLH98&feature=emb_logo

Joshua Freedman on the difference between emotions, feelings and moods

https://www.youtube.com/watch?v=_pbdqgXWxBQ&t=1196s

BBC short video on intellectual humility

<https://www.bbc.co.uk/ideas/videos/the-importance-of-knowing-you-might-be-wrong/p08d53s8>

"10 ways to stimulate your well-being by doing things that naturally release your brain happiness chemicals

<https://www.lifehack.org/355122/10-ways-hack-into-your-happy-brain-chemicals>“



Game changing for business. Life changing for people

About Genos

Genos is a global team of change-makers using emotional intelligence to enhance how people connect, communicate and collaborate at work. Transforming these essential people skills at work also makes a difference to peoples' relationships outside of the workplace. People become better parents, partners, siblings and friends. That's why Genos calls their work game changing for business. Life changing for people.

Genos is a leading, global provider that delivers on their mission with transformational content, great digital technology, exceptional customer service, passionate partners and clients who want to lead their industries.