

Neap.

Everyone deserves a little couch-time.

HOW TO STOP FIGHTS AND ARGUMENTS FOREVER

Douglas E. Noll, JD, MA



Western Philosophy

Plato saw Reason and Emotion as two horses pulling a chariot in different directions, while the charioteer struggles to get them to work as a team



Aristotle asked,

“What distinguishes human beings as a species from other animals?”

The capacity for reason

Emmaneul Kant

Ratio = Good

Emotio = Bad



But wait....

“NEW INSIGHT FROM NEUROSCIENCE”-
ANTONIO DAMASIO, MD AND
NEUROSCIENTIST

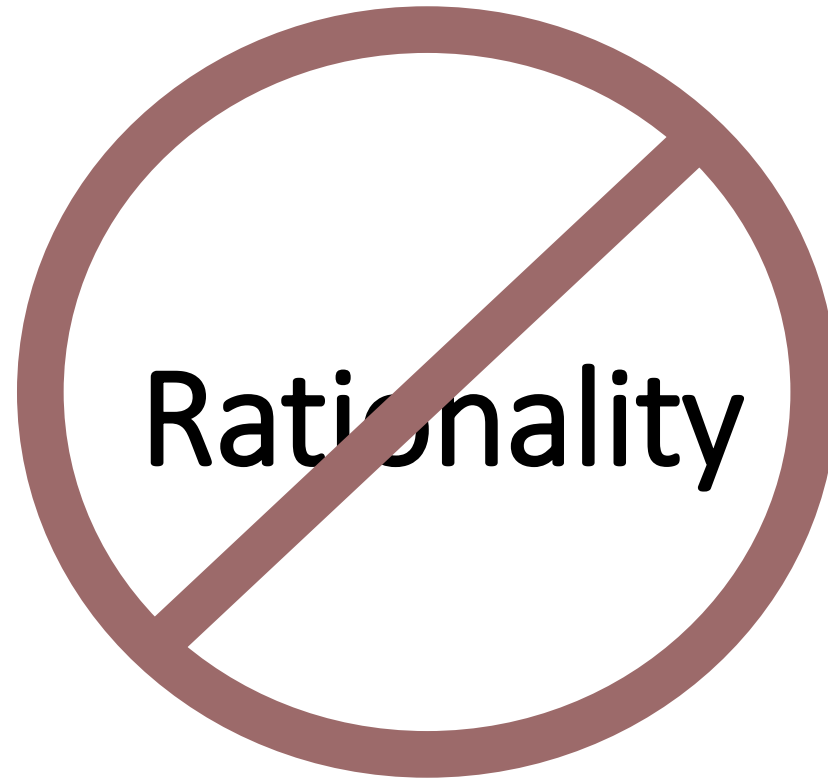
We are 98% emotional

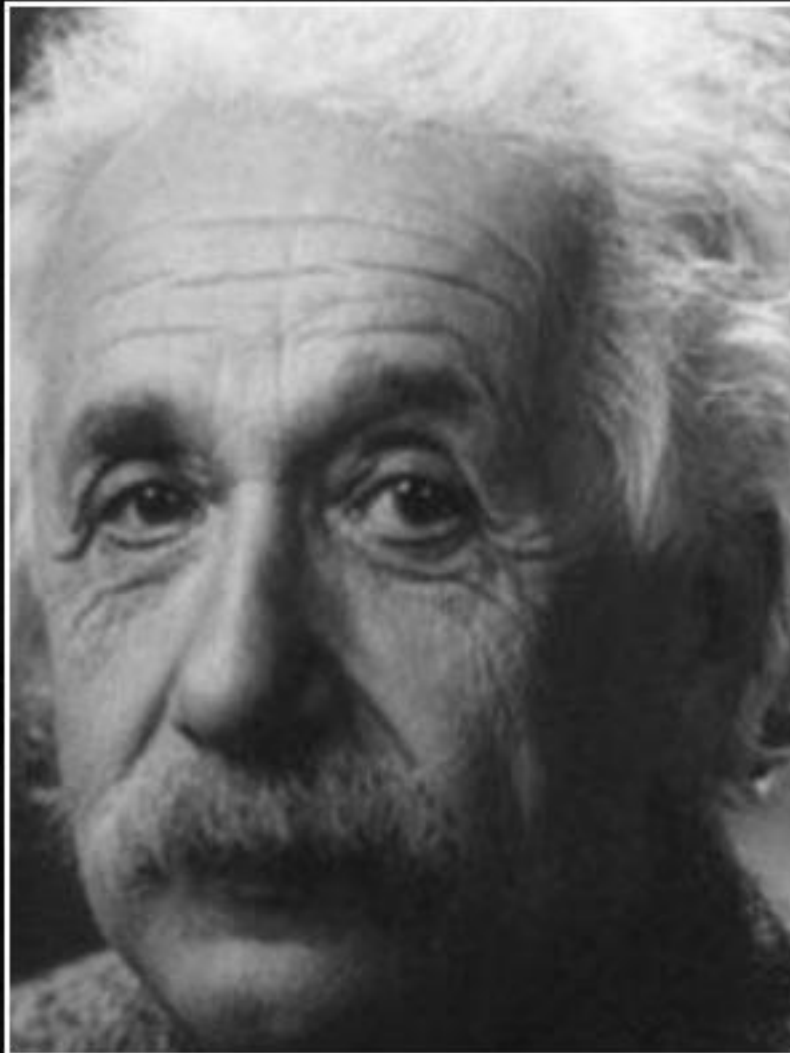


And only 2% rational



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I never made one of my discoveries
through the process of rational
thinking

— *Albert Einstein* —

AZ QUOTES

We Are Good At Solving Problems

WE ARE NOT GOOD AT RELATIONSHIPS

Two systems

TASK FOCUSED SYSTEM

SOCIAL SYSTEM

Education trains the task focus system

- KNOWLEDGE ACQUISITION
- RULES, PROCEDURES, ALGORITHMS
- CRITICAL THINKING PROCESSES
- REASONING
- LOGIC
- PROBABILITY ANALYSIS
- QUANTATIVE AND QUALITATIVE ANALYSIS
- SCIENTIFIC METHOD

WE ARE NOT TAUGHT SKILLS THAT STRENGTHEN THE SOCIAL SYSTEM

- EMPATHY
- EMOTIONS
- LISTENING
- REFLECTING
- DE-ESCALATION OF SELF AND OTHERS
- EMOTIONAL INTELLIGENCE
- SELF-AWARENESS
- RE-PROGRAMMING CHILDHOOD TRIGGERS

Common strategies for dealing with emotions

Emotional Invalidation

It's not that big of a deal
There is no reason to cry
But I *do* listen to you
You are not being rational
Don't be sad
You are way too emotional
It can't be that bad.
Get over it
You'll be ok
Don't be such a drama queen
Stop crying
You've got it all wrong

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Why Do We Do This?

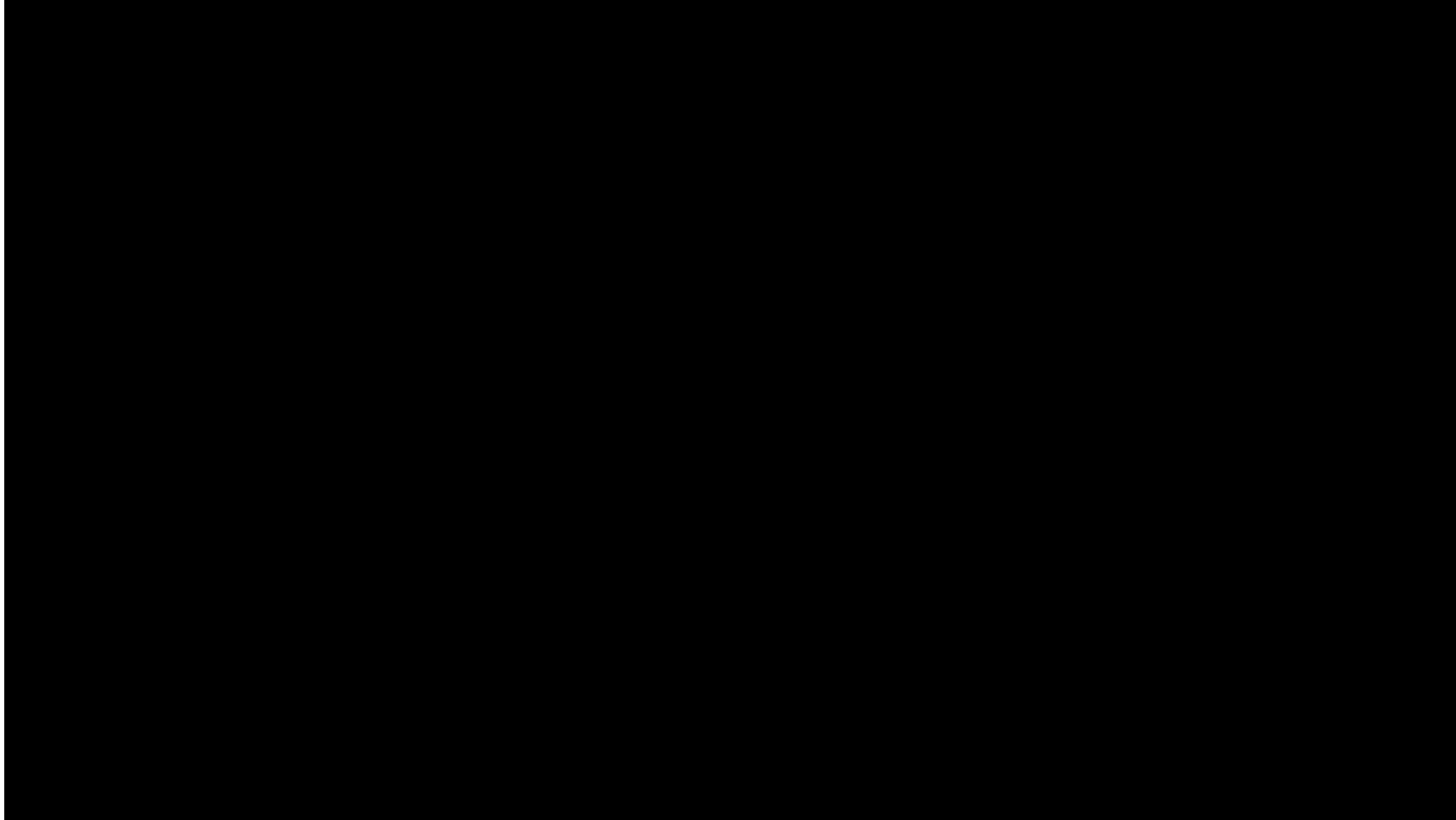
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Jumping to Problem- Solving



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Its Not About the Nail



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Shutting Down



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Becoming defensive



Becoming aggressive

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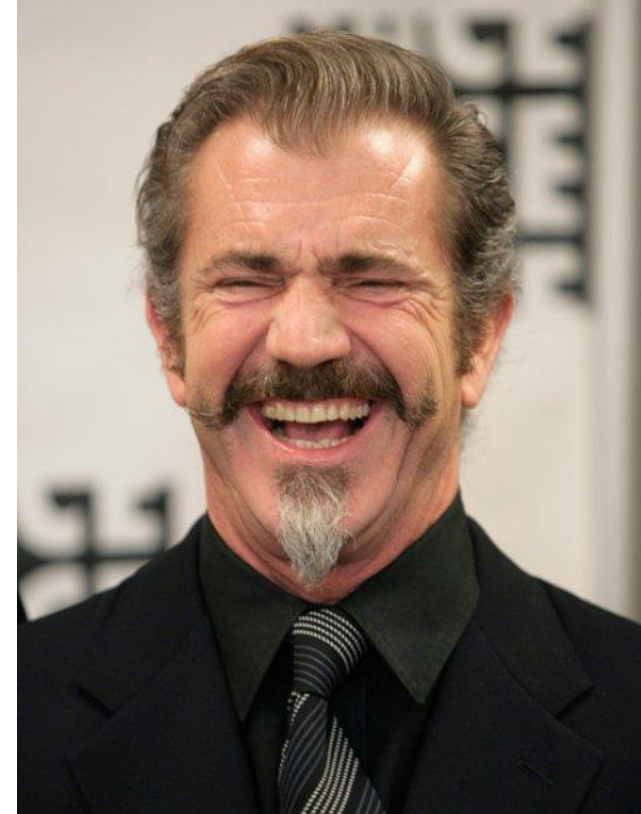
So What Does Work?

Neuroscience tells us

Emotio Dominates Ratio

Emotions

Biologically-based patterns of perception, experience, physiology, action and communication that are **culturally** created in our brains.



All emotion is based on affect.

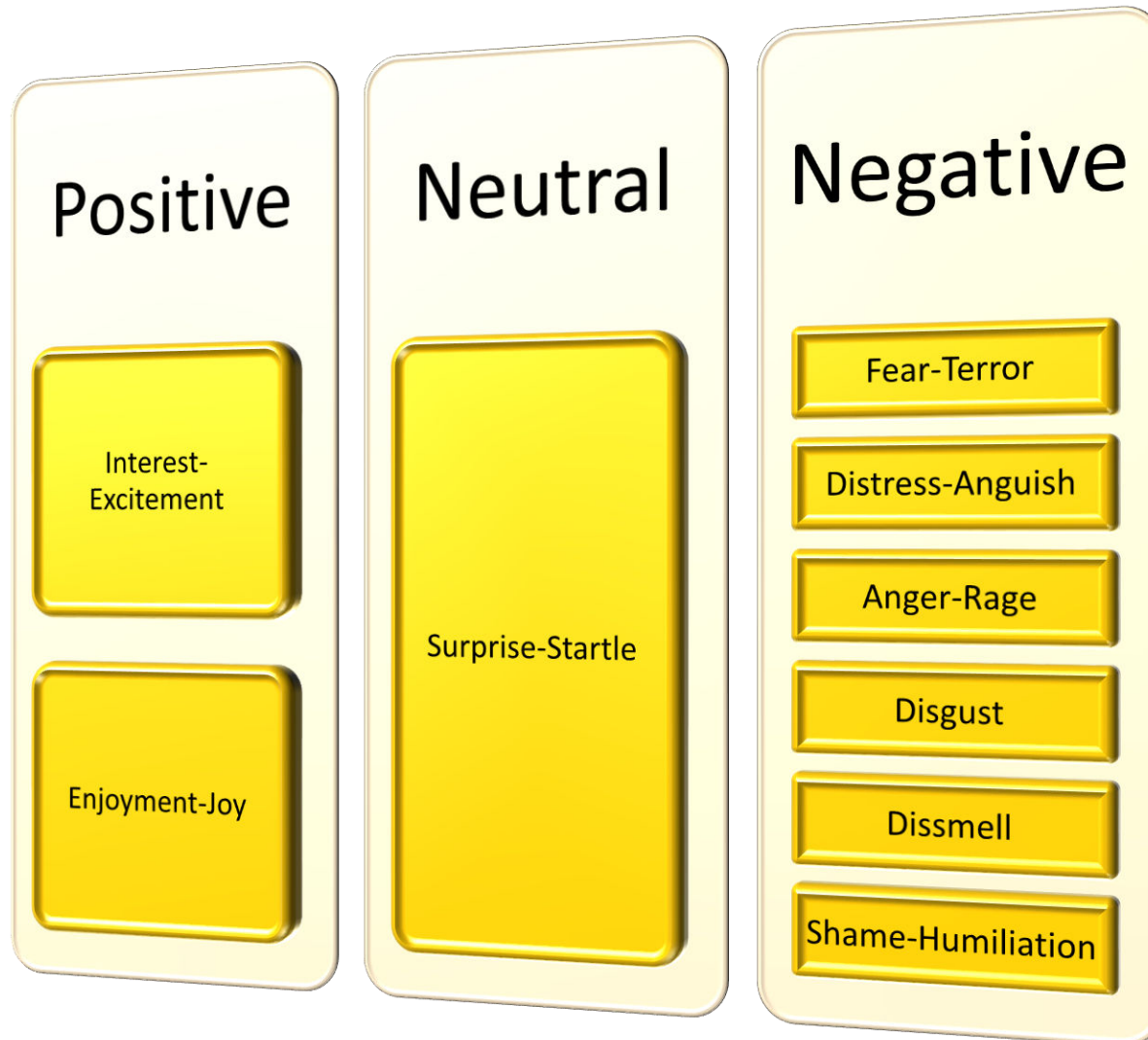
Affect is the general sense of feeling that you experience throughout each day.

Affect has two components:

Valence

Arousal

9 Affects



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Affect as Information

- Affect creates perceptions about the environment
- Affect creates our reality
- Affect controls behavior
- Affect drives decision-making

All emotion is based on affect

Emotional Categorization

- Transforms core affect into intentional state
- Allows inferences about what caused the affective change
- Informs what to do next
- Permits communication of that state to others

Emotional Granularity

The ability to express
emotional experiences
with precision.

Many people can only identify 3 emotions



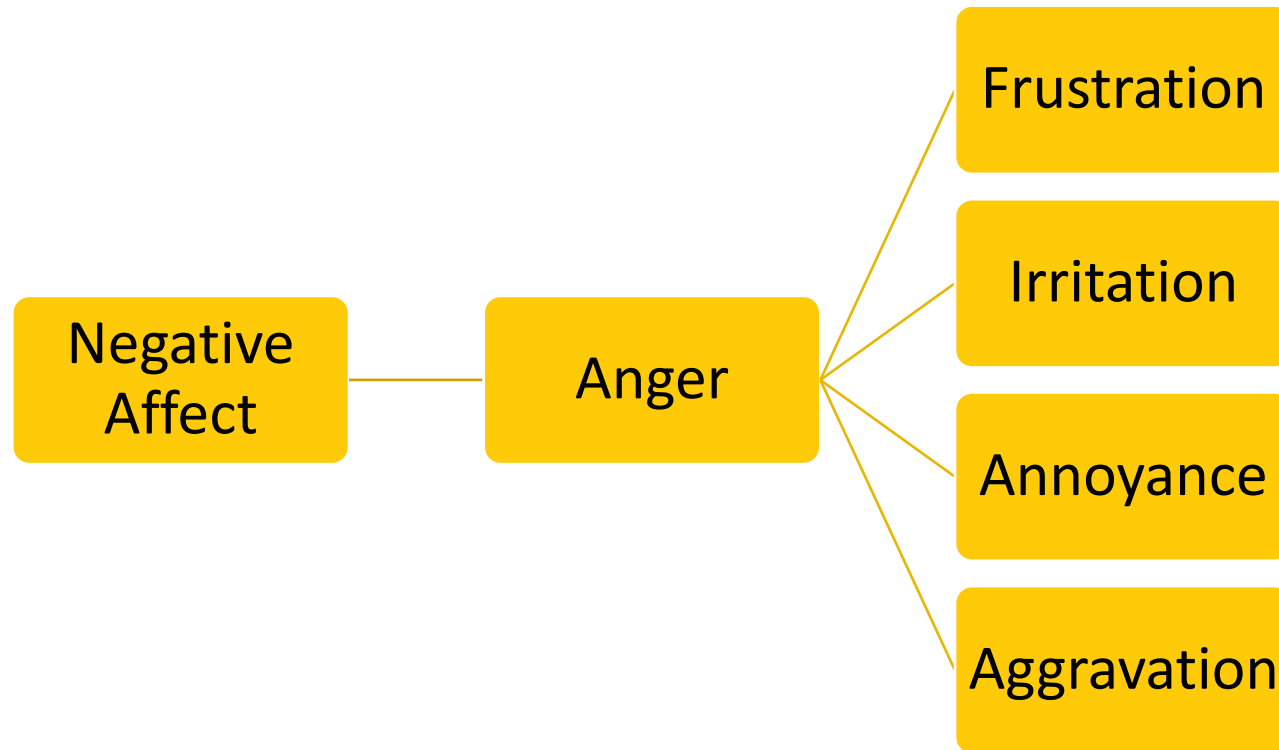
Happy



Sad



Pissed Off!



Alexithymia

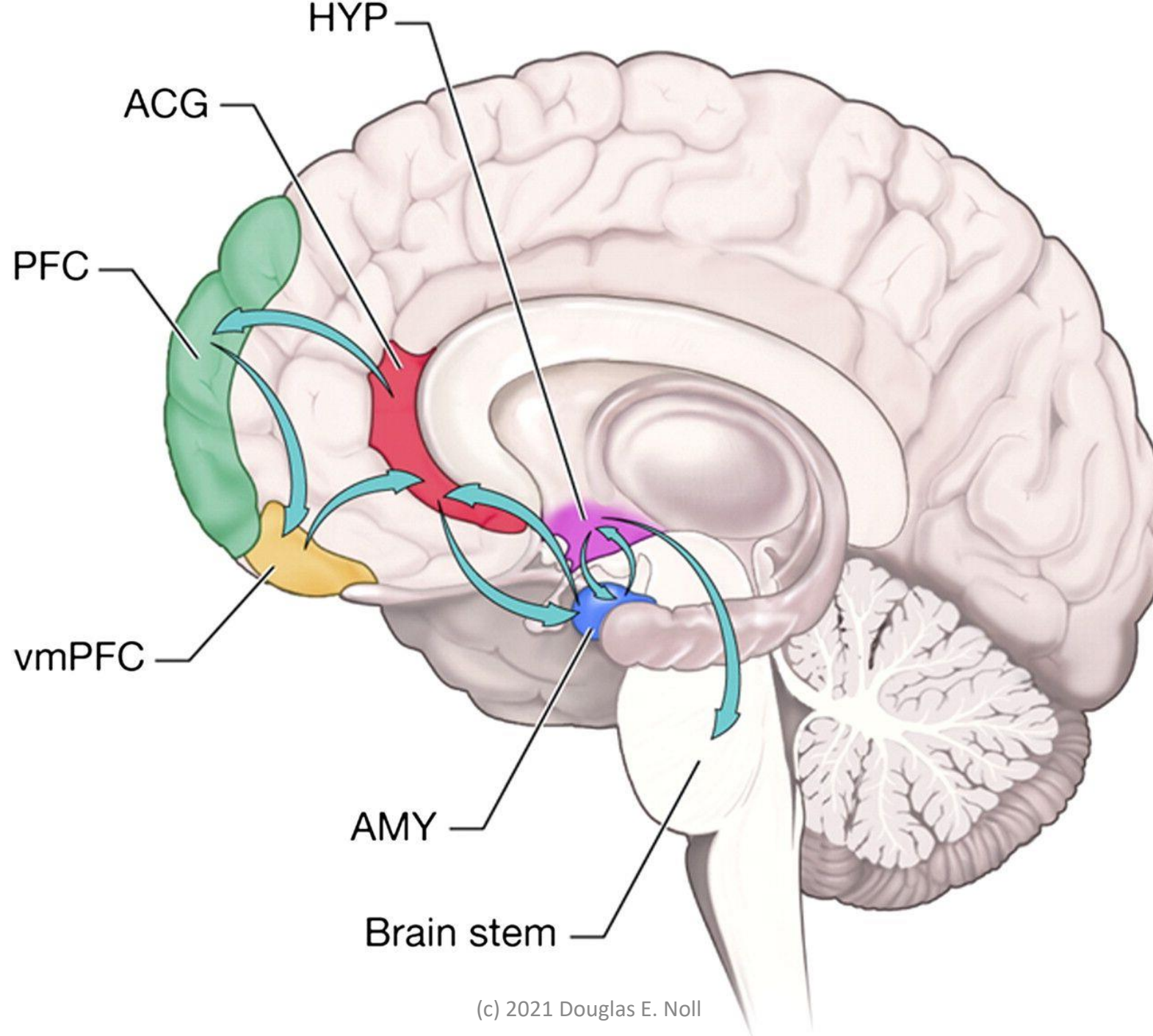
Impaired ability to categorize affect into emotion.

- Inability to express emotion with any granularity
- Decreased capacity to cope with strong emotions
- Core affect is experienced somatically
- Decision-making is impaired
- Negative emotions are more intensely experienced
- Low emotional intelligence
- Higher reactivity
- Decreased empathy

Affect Labeling

..[A]ffect labeling, relative to other forms of encoding, diminished the response of the amygdala and other limbic regions to negative emotion.... Additionally, affect labeling ...increased activity in a single brain region, right ventrolateral prefrontal cortex (RVLPFC). Finally, RVLPFC and amygdala activity during affect labeling were inversely correlated, a relationship that was mediated by activity in medial prefrontal cortex (MPFC). These results suggest that affect labeling may diminish emotional reactivity along a pathway from RVLPFC to MPFC to the amygdala.

Matthew D. Lieberman, Naomi I. Eisenberger, Molly J. Crockett, Sabrina M. Tom, Jennifer H. Pfeifer, and Baldwin M. Way, Putting Feelings Into Words: Affect Labeling Disrupts Amygdala Activity in Response to Affective Stimuli, *Psychological Science*, vol 18, 5, pp. 421-430, 2007

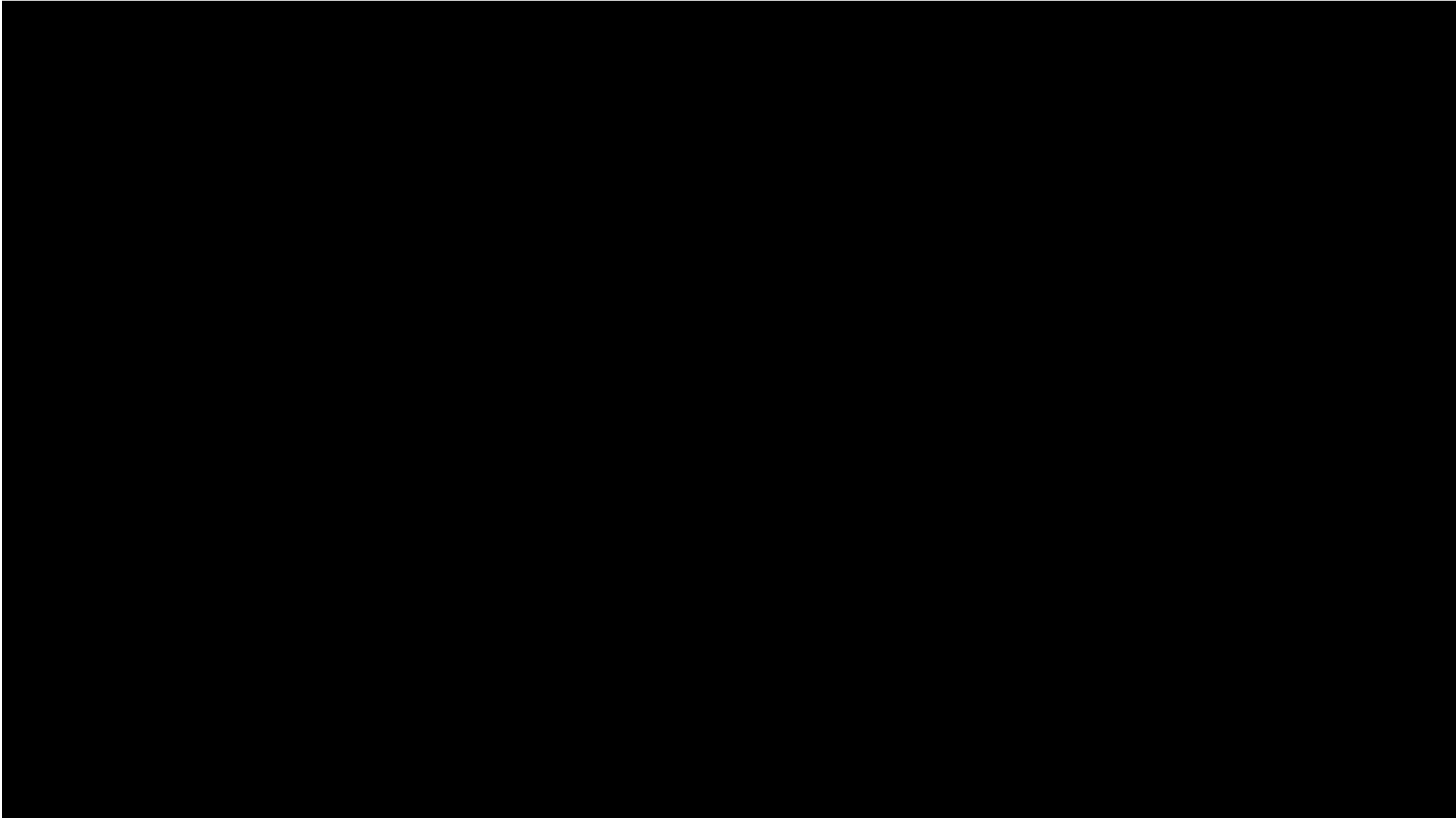


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Ignore the words

Guess at the emotions

Reflect back the emotions with a
“you” statement



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Employee Support Program

LIFE COACHING



FEATURES:

- Have convenient telephone conversations with your Life Coach.
- Establish your vision, set goals and create an action plan in your very first meeting.
- Engage in up to 5 follow-up meetings to help recalibrate, refresh, and progress with your goals.
- Your progress towards any goal – career, parenting, relationship, time-management – can be enhanced by working with your Life Coach.

The path to personal and professional success is not always clear.

A Life Coach can help by guiding you through a thought-provoking, creative process of reflection and goal setting to maximize your potential and navigate life transitions.

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