

*dare*  
*to*  
*lead*<sup>TM</sup>

BASED ON THE RESEARCH OF  
*Brené Brown, Ph.D.*

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Justine Froelker, MEd, LPC, CDWF, CDTLF  
2023

## DEVELOPING EMOTIONAL LITERACY

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*“Emotional literacy is the foundation of resilience, empathy, compassion, and self-awareness.” -Brené Brown*

Anxious	Frustrated	Lonely
Belonging	Gratitude	Love
Blame	Grief	Overwhelmed
Curious	Guilt	Regret
Disappointed	Happy	Sad
Disgust	Humiliation	Shame
Embarrassment	Hurt	Surprised
Empathy	Jealous	Vulnerability
Excited	Joy	Worried
Fear/Scared	Judgment	

***“Leaders must either invest a reasonable amount of time attending to fears and feelings, or squander an unreasonable amount of time trying to manage ineffective and unproductive behavior.”***



## GETTING CURIOUS ABOUT EMOTIONS

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Pick one of the emotions from the emotions list that is hard for you—one that shows up in difficult ways at work. Consider the following questions when thinking about the emotion you chose.

**WHEN I EXPERIENCE THE EMOTION:** \_\_\_\_\_

1. I'm feeling . . . (Affect or Emotion)

*Where am I physically feeling this? How's my body responding?*

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2. I'm thinking . . . (Cognition)

*Is there a thought constantly looping in my mind? What's my go-to thought process?*

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3. I do/I act . . . (Behavior)

*What's the first thing I want to do? What is the only thing I want to do?*

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## RUMBLE STARTERS

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- 1. *The story I make up . . .***
- 2. *I'm curious about . . .***
- 3. *Tell me more.***
- 4. *That's not my experience (instead of "You're wrong about her, him, them, it, this . . .").***
- 5. *I'm wondering . . .***
- 6. *Help me understand . . .***
- 7. *Walk me through . . .***
- 8. *We're both dug in. Tell me about your passion around this.***
- 9. *Tell me why this doesn't fit/work for you.***
- 10. *I'm working from these assumptions—what about you?***
- 11. *What problem are we trying to solve?***

1. Which of these feel natural, that you could incorporate into the way you talk and interact with others?

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2. Do you have any other good curiosity cues or starters that you've found effective in tough conversations?

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3. Is there a particular comment or language that can pull you out of your values and intentions? When that happens, which of the rumble starter phrases can help keep you grounded?

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