



# **PEEQ @ RMACC19: Practice & Experience in Emotional Intelligence**



## In Pairs

What do you love  
about your work?

What are some of  
your biggest  
challenges?



# Mindful Listening



# Mindful Listening Practice

1. A talks & B (just) listens (*bell*)
2. Switch roles (*bell*)
3. Free-flow conversation

- ✓ Something that came up in the conversation
- ✓ How was the short attention exercise
- ✓ Anything else that feels important to you

# Q&A



# Timeline

- 1:00pm Part 1
- 2:30pm Break
- 3:00pm Part 2
- 4:30pm Official End
- 4:30-5pm Spill-over / open discussion and Q&A

# Arc of the Day

## Before Break

- Welcome & Introductions
- Landscape & Leadership
- EQ: History & Intro
- Mindfulness
  - What
  - How
  - Do
  - Practice

## After Break

- EQ: Self-Management
- Neuroscience: A thumbnail overview
- EQ: Empathy
- Compassion & Leadership
- Q&A and Close
- Optional Post Session

# Ground rules

- Be on time
- Take care of yourself
- No phones, laptops, or distractions
- Confidentiality.

HELLO!  
Introductions

# Workshop Presenters

Aaron Culich, PEEQ 2018, SIY Engage 2017,  
University of California, Berkeley

Jaq Poussot, PEEQ 2018, SIY Engage 2017,  
Mindfully Ever After Denver Colorado

Torey Battelle, PEEQ 2018  
Colorado School of Mines, Golden, Colorado



## PEEQ @ PEARC: Practice & Experience in Emotional Intelligence (EQ)

**Workshop Organizers:** [Aaron Culich](#), [Chris Reidy](#), [Sarvani Chadalapaka](#), [Henry Neeman](#), [Jeho Park](#), [Tom Doak](#), [Dhruva Chakravorty](#), [Mehmet Belgin](#), [Kevin Clark](#), [Semir Sarajlic](#), [Eric Adams](#), [Elizabeth Leake](#), [Katy Luchini Colbry](#), [Dirk Colbry](#), [Diana Toups Dugas](#), [Rick McMullen](#), [Torey Battelle](#), [Jaq Poussot](#), [John Stewart](#)

**Event Type:** Workshop

**Time:** Wednesday, July 25, 2019, 10:30am - 3pm



**Location:** [Duquesne](#)

**Description:** Communicating and connecting with people are key skills that cyberinfrastructure (CI) facilitators need when working with diverse researchers on campus, and for collaborative research. We all have minds and emotions—but rarely have we gotten an in-depth education in how they work.

This workshop introduces development of emotional intelligence and skillful mental habits by learning how the mind & emotions function. The format is interactive and experiential, and begins with a foundation of moment-by-moment awareness of our minds, bodies, emotions, speech, and actions. It is based on content from the Search Inside Yourself Leadership Institute — developed by Google and based on neuroscience.

See full description at: <http://bit.ly/peeq-pearc18-workshop>

# Practice & Experience in...

## PEEQ

- **Emotional Intelligence (EQ)**
  - Mindfulness
  - Leadership
  - Effective Communication
  - Campus Champions
    - + PEARC community
    - + SIY community worldwide

## PEARC

- **Advanced Research Computing**
  - CI Facilitation
  - Leadership
  - Effective Communication
  - Campus Champions
    - + PEARC community
    - + CI professionals worldwide

# Practice & Experience in...

## PEEQ

- **Emotional Intelligence (EQ)**
    - Mindfulness
    - Leadership
    - Effective Communication
    - Campus Champions
      - + PEARC community
      - + SIY community worldwide
- = **Search**  
**Inside**  
**Yourself**

## PEARC

- **Advanced Research Computing**
  - CI Facilitation
  - Leadership
  - Effective Communication
  - Campus Champions
    - + PEARC community
    - + CI professionals worldwide

# Practice & Experience in...

## PEEQ is...

- based on content from



Search Inside Yourself  
Leadership Institute

# Practice & Experience in...

## PEEQ is...

- based on content from



Search Inside Yourself  
Leadership Institute

- SIYLI (pronounced “silly”) is a non-profit organization
- Over 50,000 people have taken the SIY program in more than 150 cities and 50 countries worldwide.
- Currently ~700 Certified Teachers or Teachers-in-Training around the world in 8 languages
- Offering 2-day workshop ***pro bono (for free\*)*** to **non-profit organizations** and also for a fee to commercial orgs

# Practice & Experience in...

## PEEQ is...

- based on content from



Search Inside Yourself  
Leadership Institute

- program originally born at

Google

# Practice & Experience in...

## PEEQ is...

- based on content from

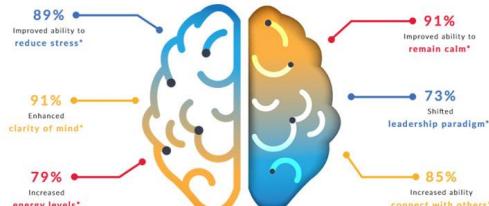


Search Inside Yourself  
Leadership Institute

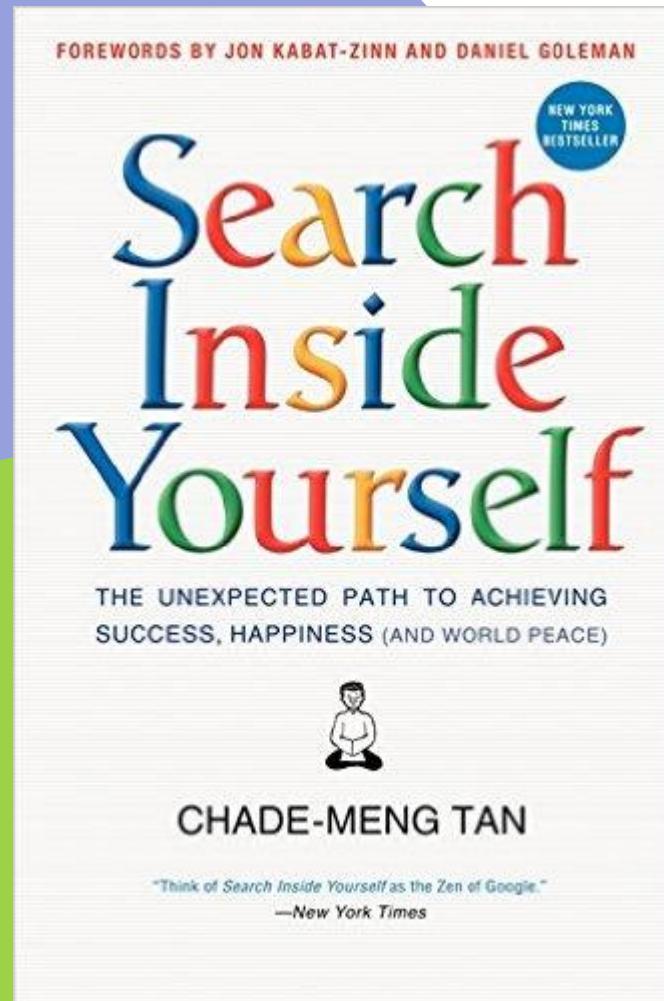
- program originally born at

# Google

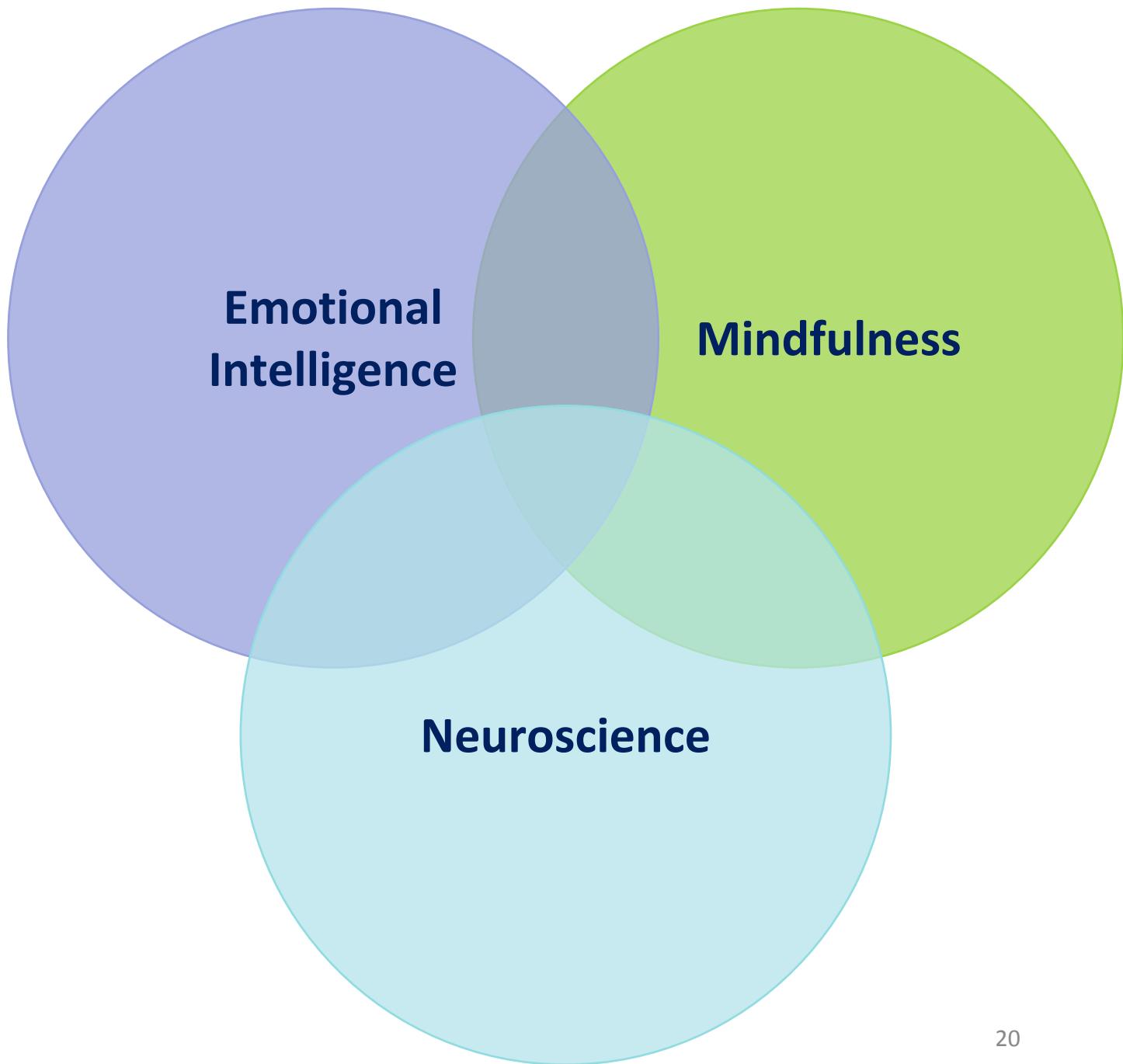
- with a foundation in neuroscience



\* numbers reflect % of participants who agree or strongly agree with survey questions.



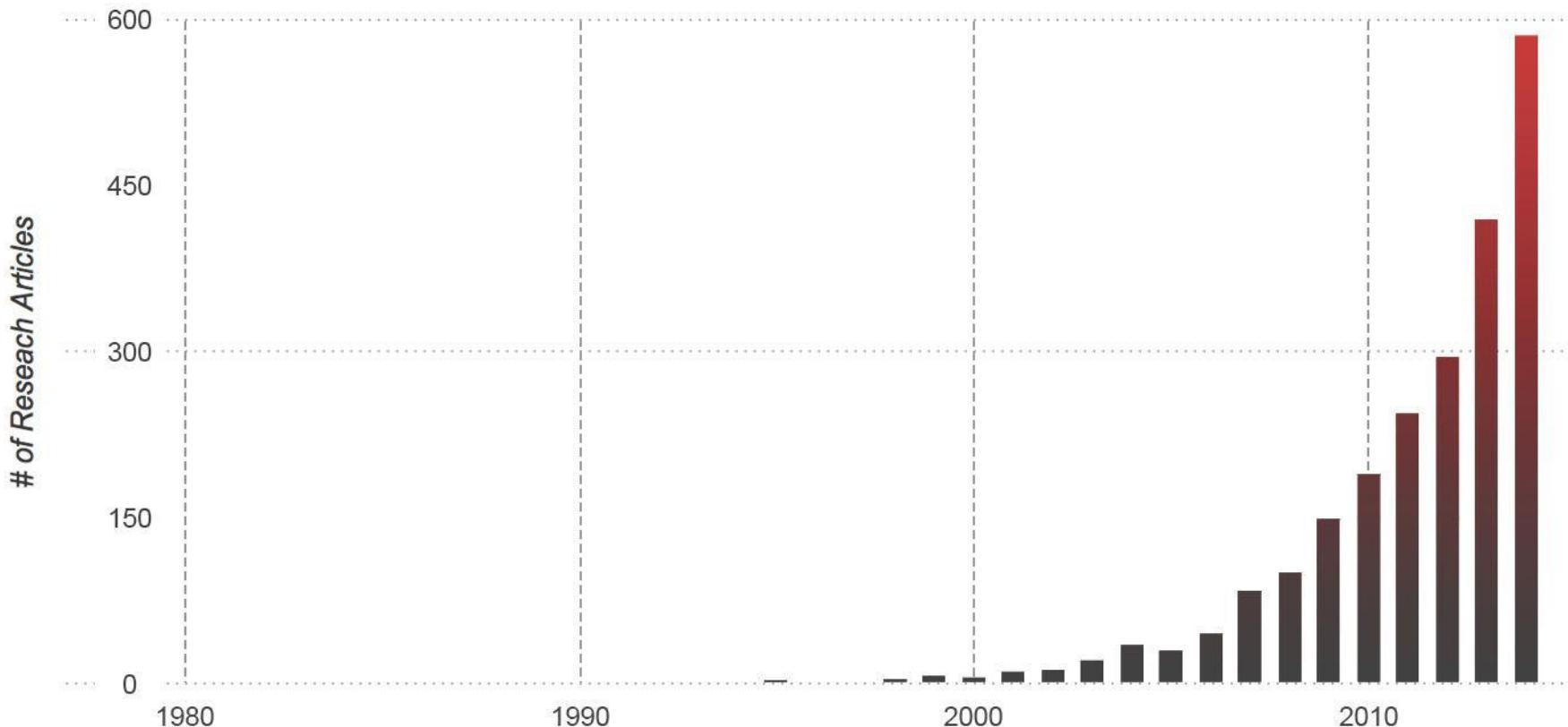
**SIY**



# Landscape of the Evidence



# Mindfulness Research Publications (source: PubMed)



<https://www.ncbi.nlm.nih.gov/pubmed/?term=mindfulness>

# PEEQ Neuroscience Review Subcommittee

- Led by Kevin Clark, PhD in neuroscience
- 3 key takeaways:
  1. Posner article for state-of-art and state-of-knowledge in the field of research
  2. science of meditation has strong positive findings for certain themes, e.g. human health
  3. scientific terms that can be confused with popular nonscientific or lay terms

**The Neuroscience of Mindfulness Meditation,**  
Tang, Hölzel, and Posner ([PDF](#))

<https://www.nature.com/articles/nrn3916>

Nature Reviews Neuroscience volume 16, pages 213–225 (2015), doi:10.1038/nrn3916

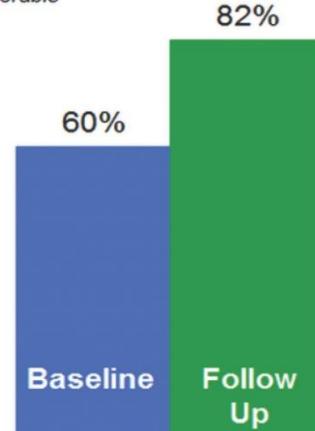
**Abstract:** Research over the past two decades broadly supports the claim that mindfulness meditation — practiced widely for the reduction of stress and promotion of health — exerts beneficial effects on physical and mental health, and cognitive performance. Recent neuroimaging studies have begun to uncover the brain areas and networks that mediate these positive effects. However, the underlying neural mechanisms remain unclear, and it is apparent that more methodologically rigorous studies are required if we are to gain a full understanding of the neuronal and molecular bases of the changes in the brain that accompany mindfulness meditation.



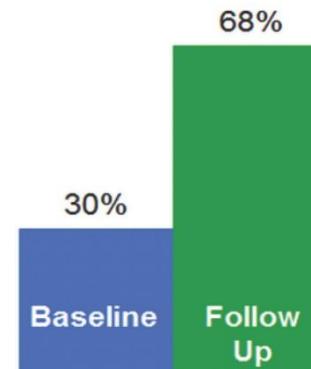
Mindfulness practice leads to improved well-being, focus and lower stress.

These outcomes appear to be mainly due to the influence of practice on cognitive process, particularly attention and self-awareness.

% favorable



I am able to find workable  
solutions to difficult problems

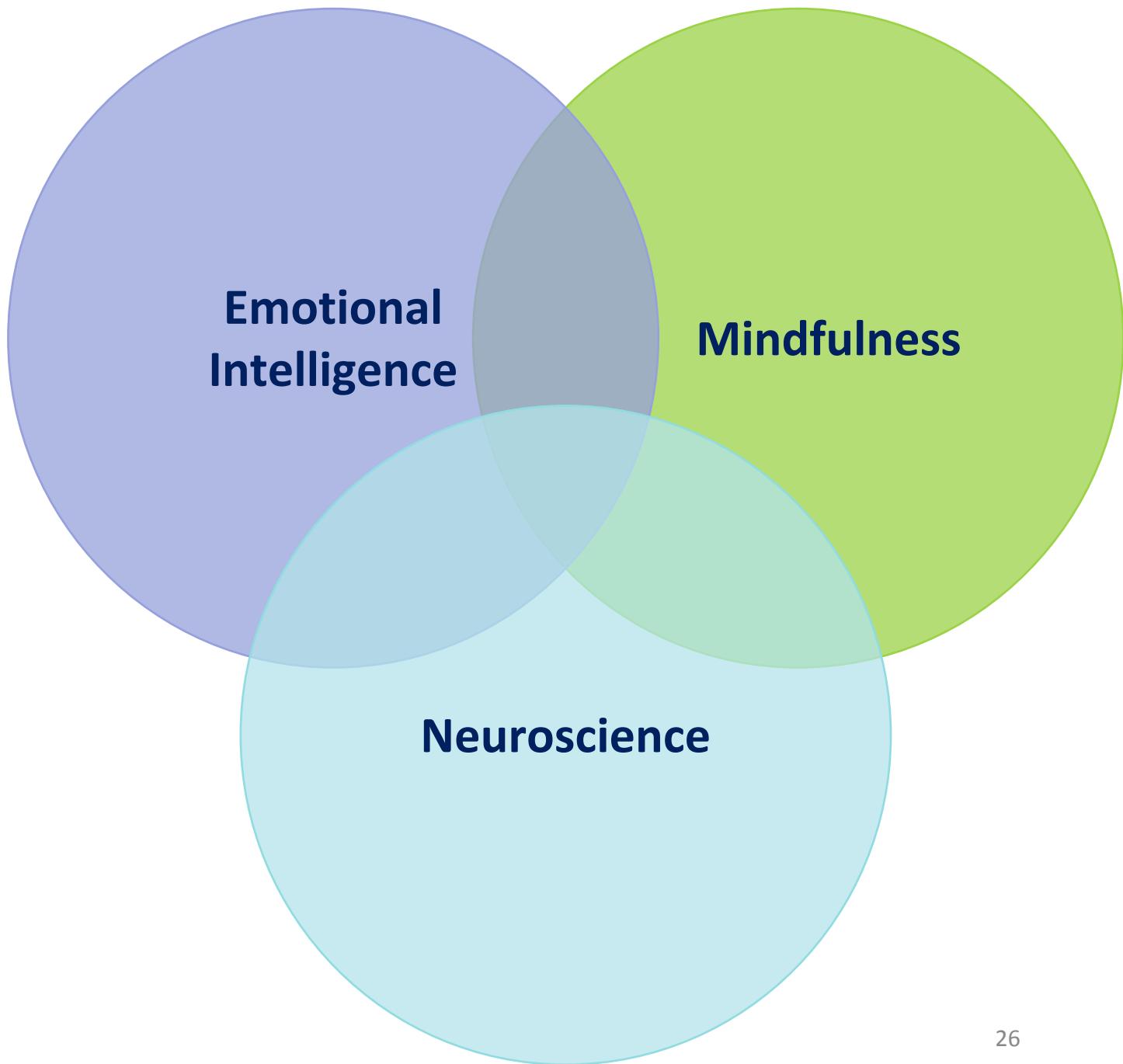


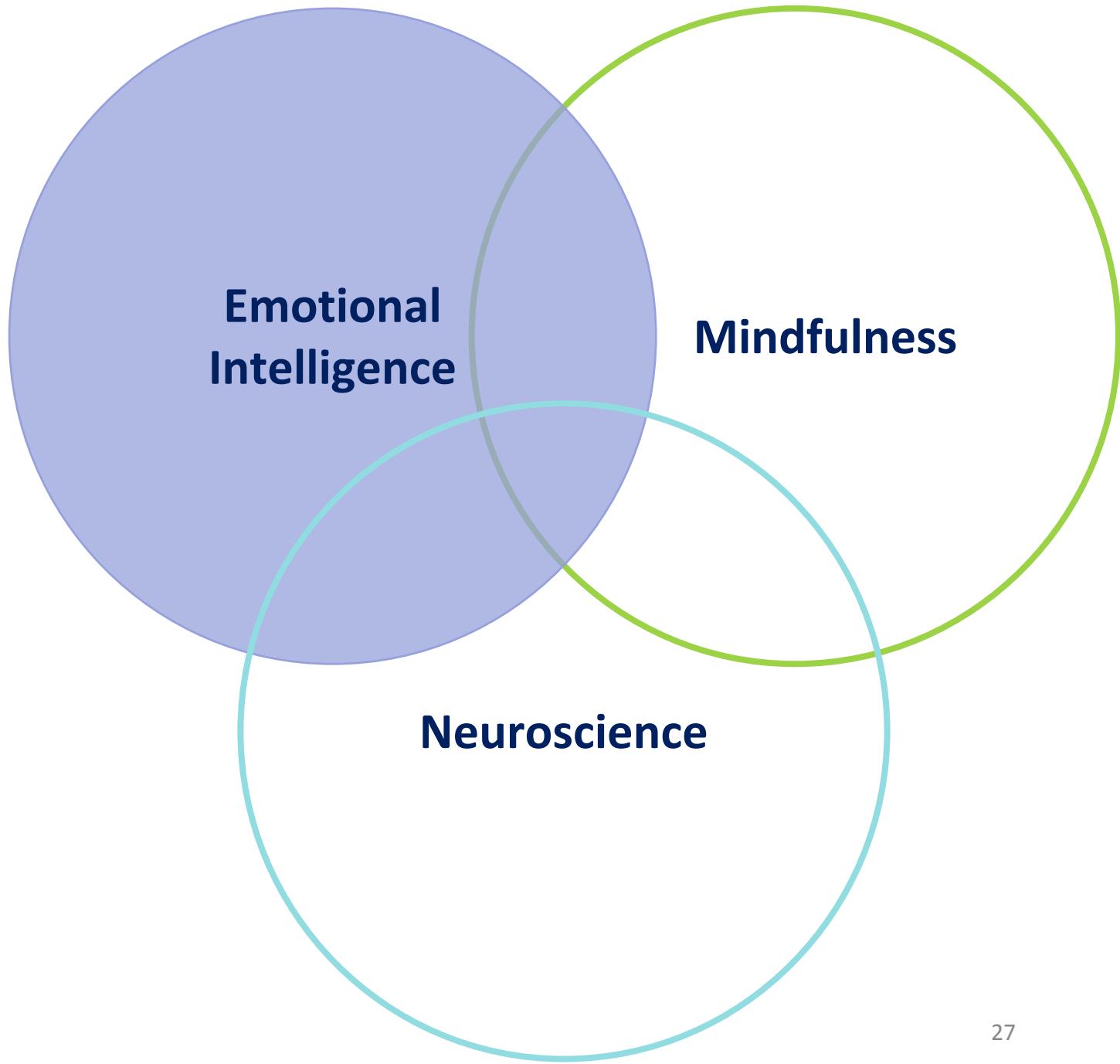
I am able to pause before  
reacting

**“The main business case for meditation is that if you are fully present on the job, you will be more effective as a leader, you will make better decisions and you will work better with other people.”**

*Bill George  
Harvard Business School  
former CEO of Medtronic*

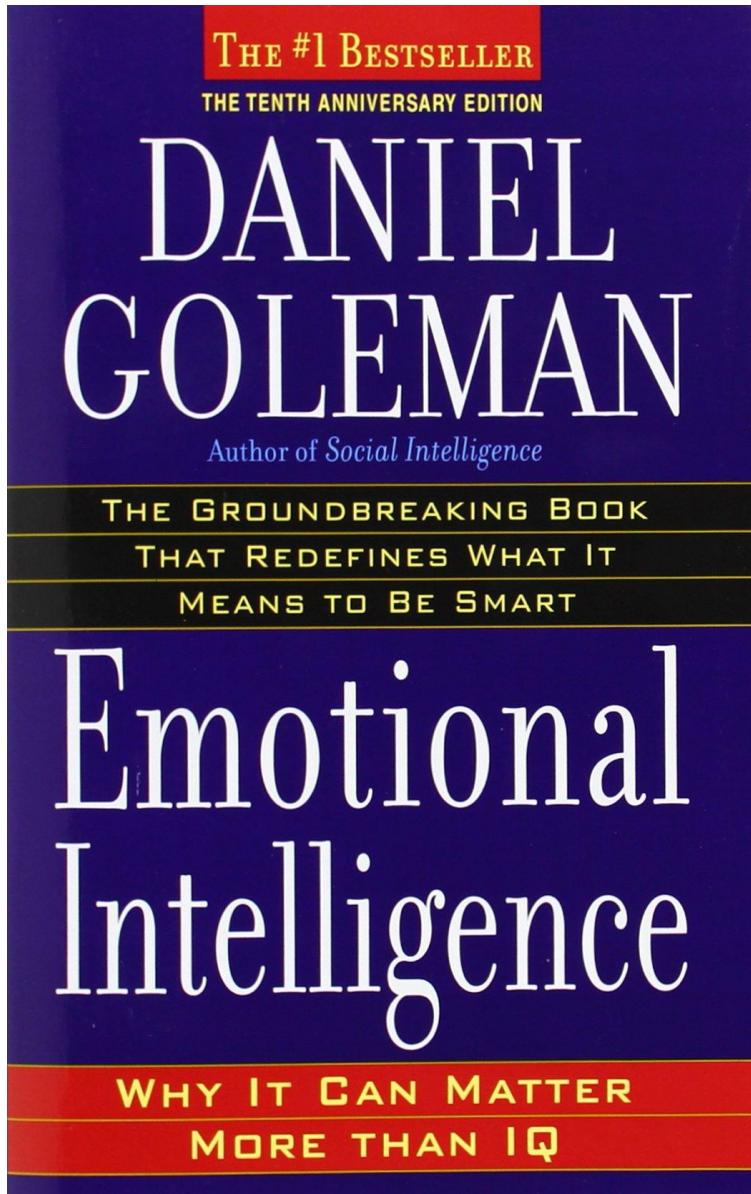
**SIY**





# EMOTIONAL INTELLIGENCE

“The ability to monitor one’s own and others’ feelings and emotions, to discriminate among them and to use this information to guide one's thinking and actions.”



# Self-Awareness

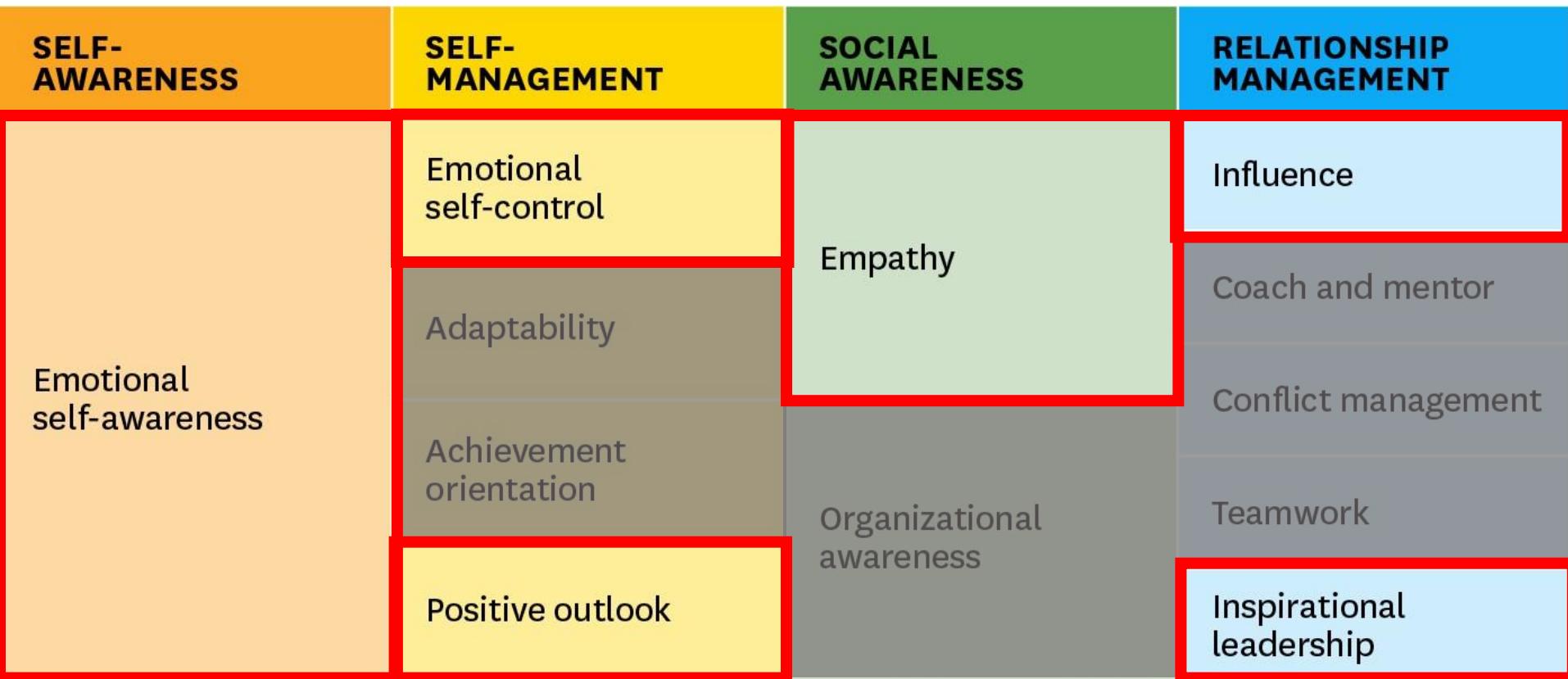
# Self-Management

# Motivation

# Empathy

# Leadership

# Framework



SOURCE MORE THAN SOUND, LLC, 2017

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# 3 Benefits

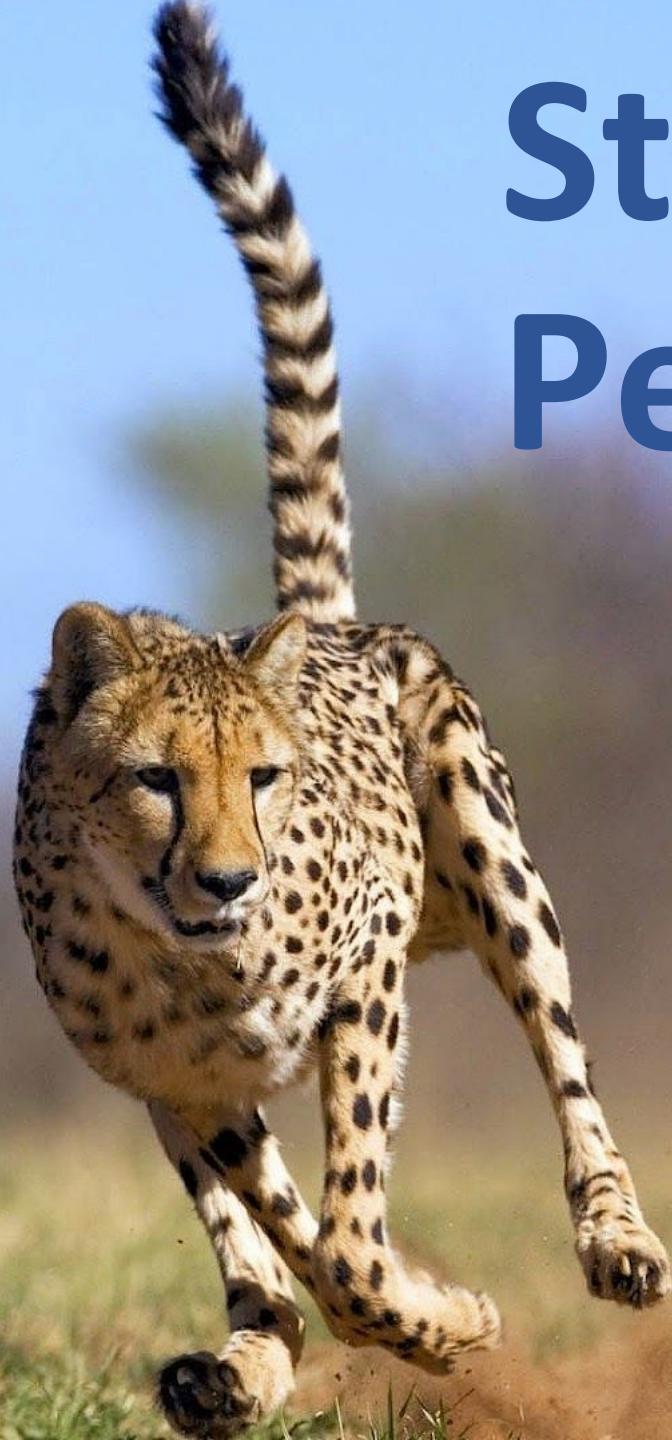


# Outstanding Leadership

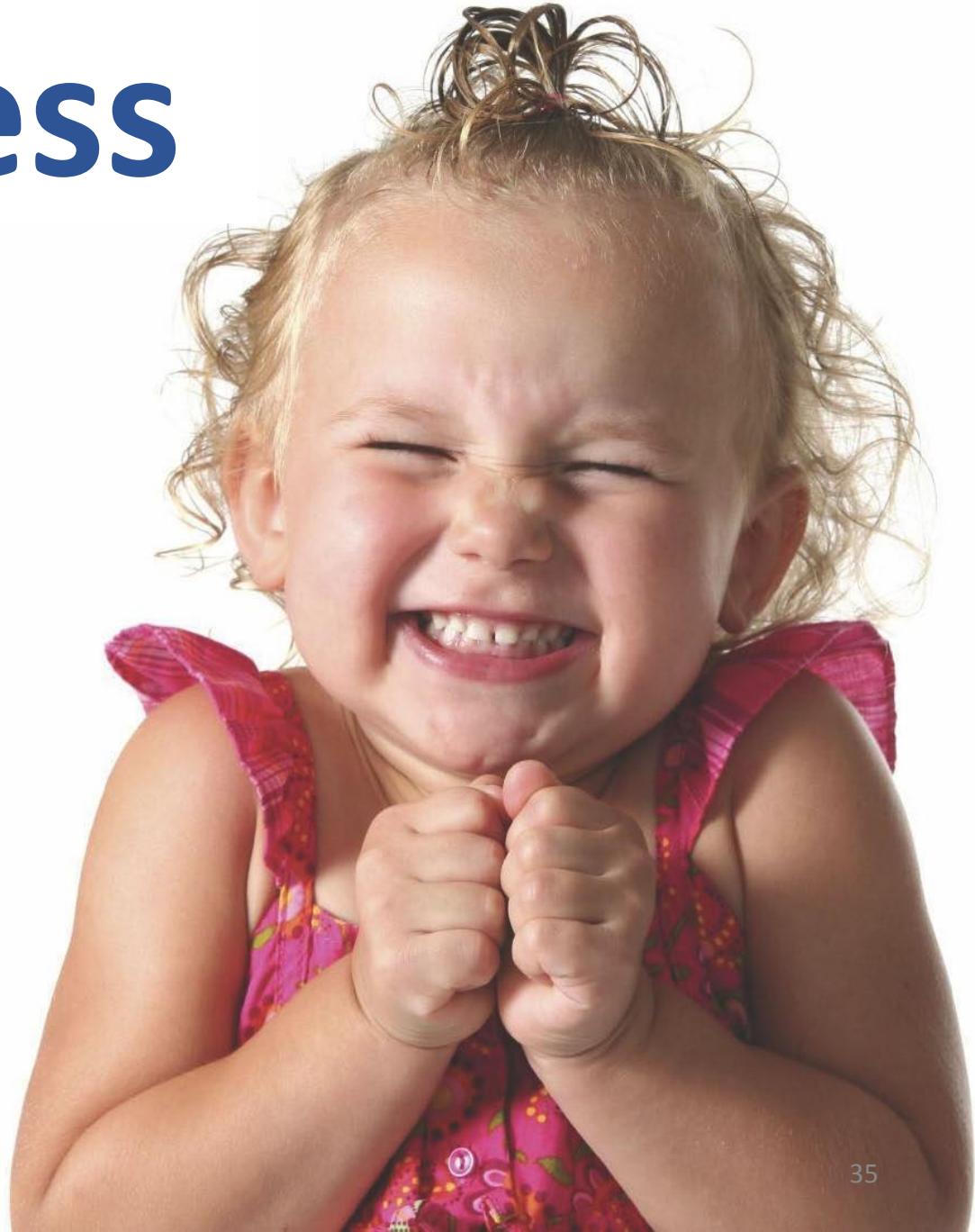


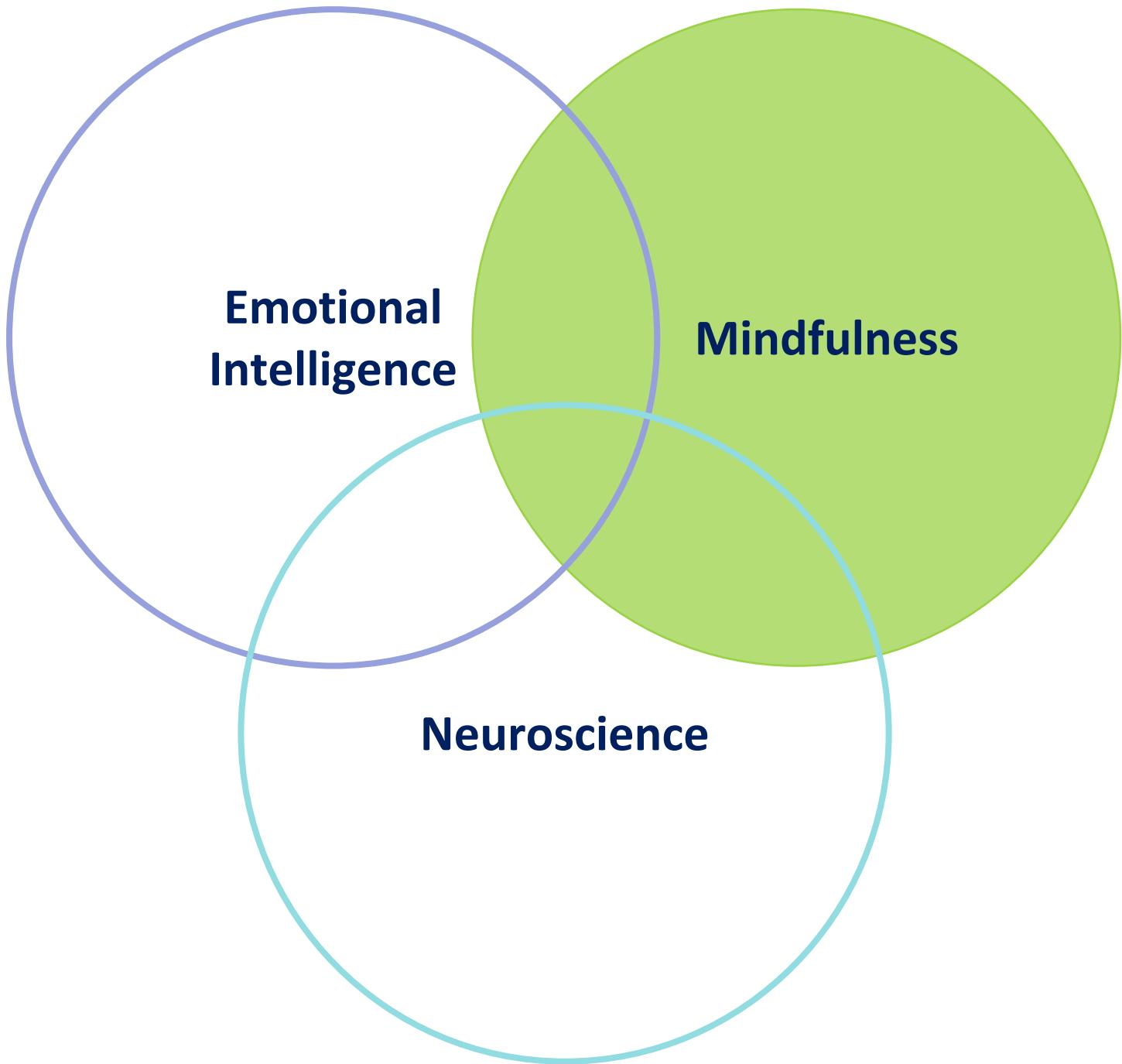
What are the  
qualities you have  
observed in  
outstanding  
leaders?

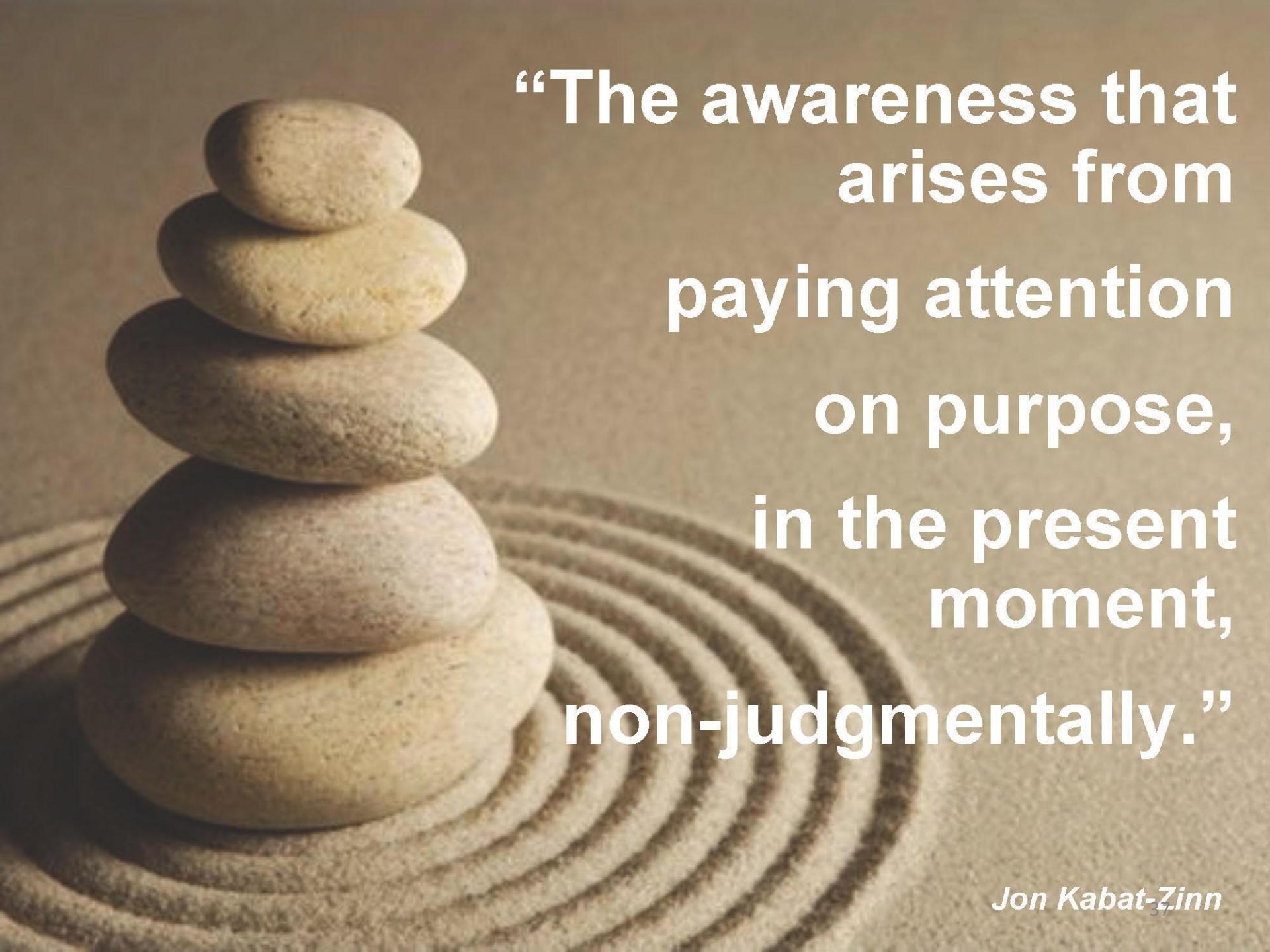
# Stellar Performance



# Happiness



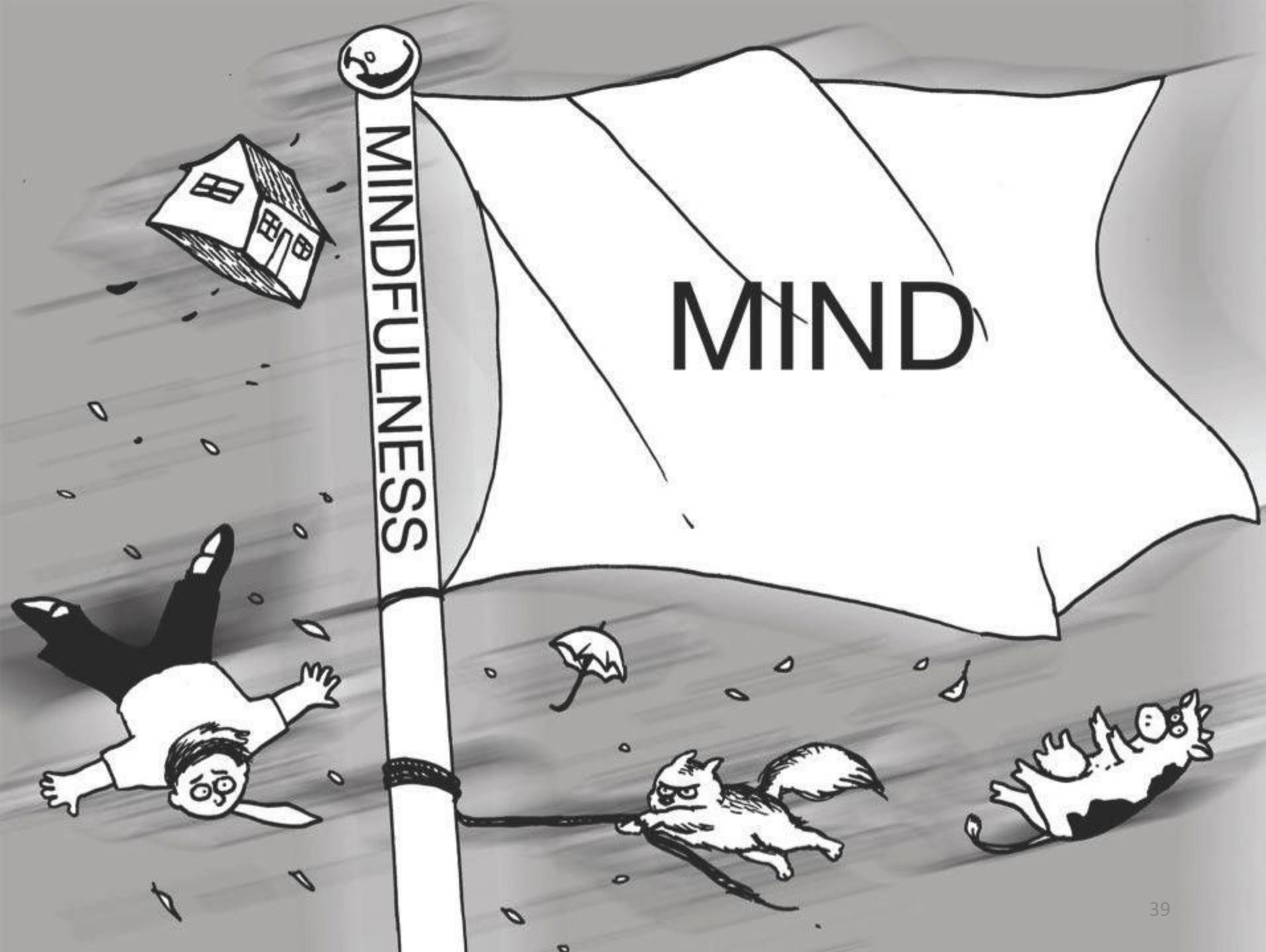




“The awareness that arises from paying attention on purpose, in the present moment, non-judgmentally.”

*Jon Kabat-Zinn*  
37

**“Meditation refers to a family of mental training practices that are designed to familiarize the practitioner with specific types of mental processes.”**



46.9%

# Attention Training





# Attention

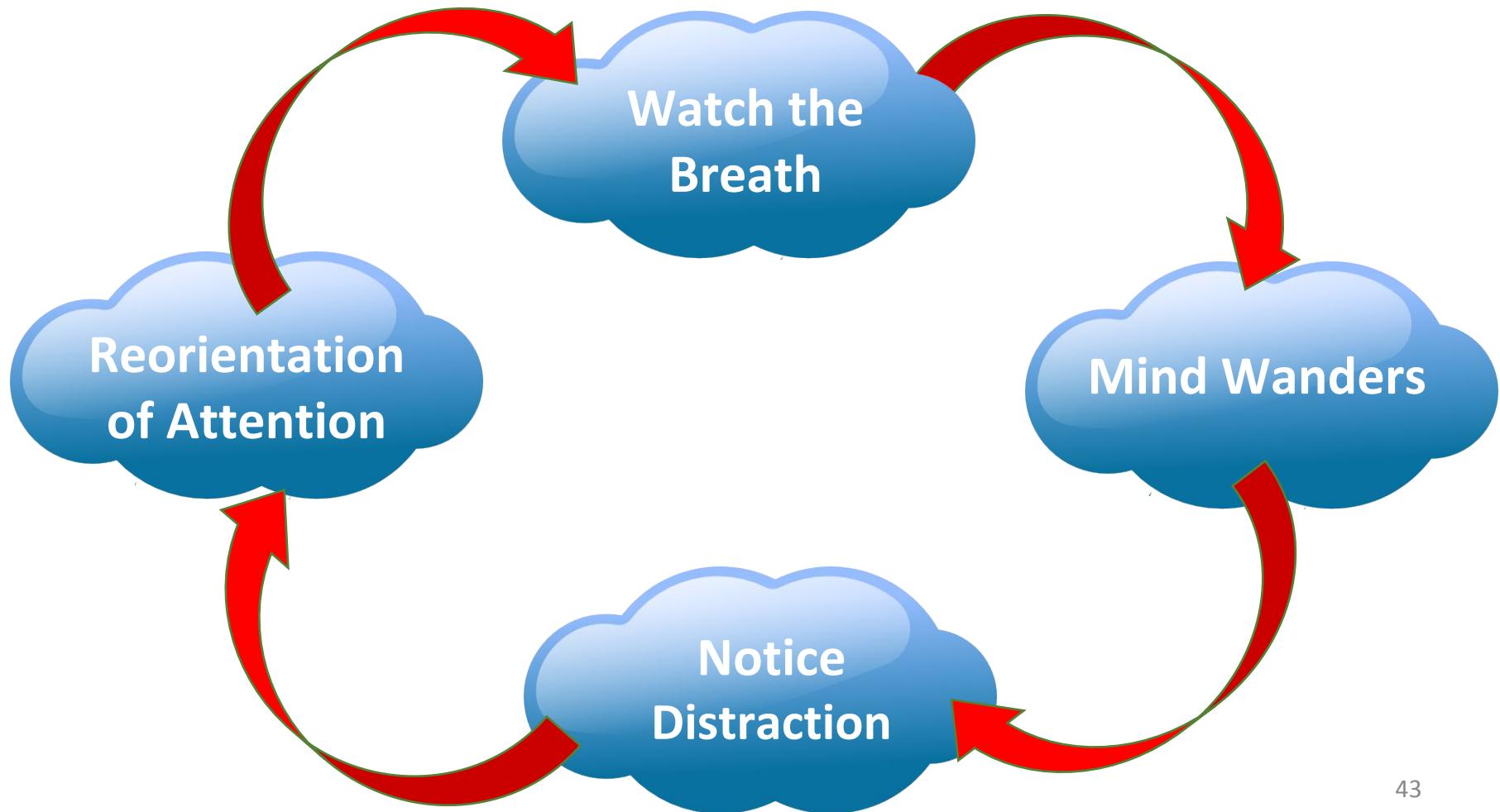
**“The act or faculty of attending, especially by directing the mind to an object.”**

*-Random House Dictionary*

## Meta-Attention

**Attention of attention,  
the ability to know your  
attention has wandered.**

# Focused Attention



A scenic landscape featuring a majestic mountain peak reflected in a calm lake under a blue sky with clouds.

**“Sit like a  
majestic  
mountain”**

# Q&A



# Journaling



When I feel  
understood I ...

When I'm at  
my best I. . .

What I really  
care about is....

# Mindful Listening



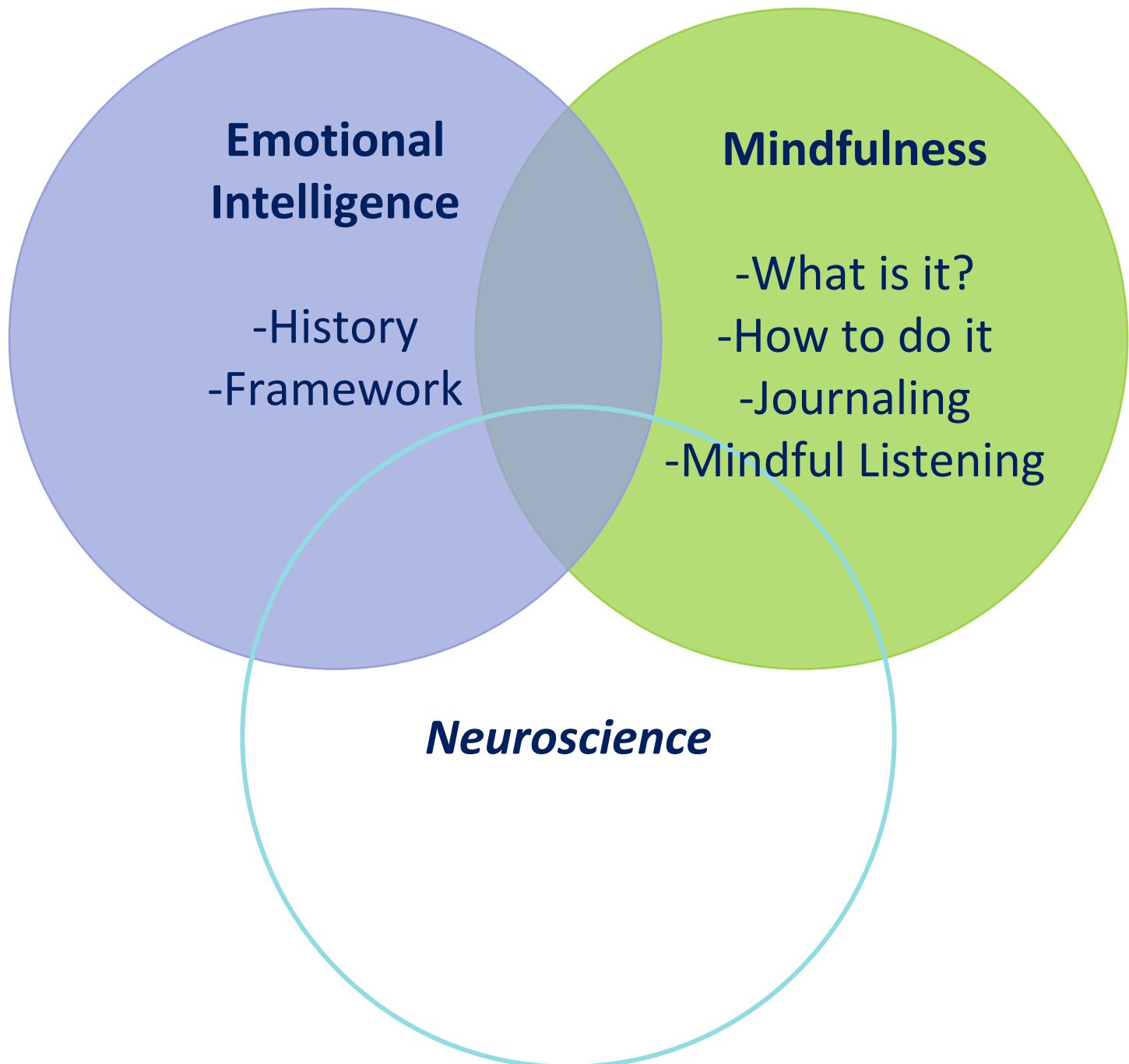
# Mindful Listening Practice

1. A talks & B listens (*bell*)
2. Switch roles (*bell*)
3. Free-flow conversation

- ✓ Something that came up in the journaling
- ✓ How was the journaling exercise
- ✓ Anything else that feels important to you

# Q&A





# Micro Practices Tool Kits



## Attention Training

Self-Awareness  
Self-Management



## Journaling

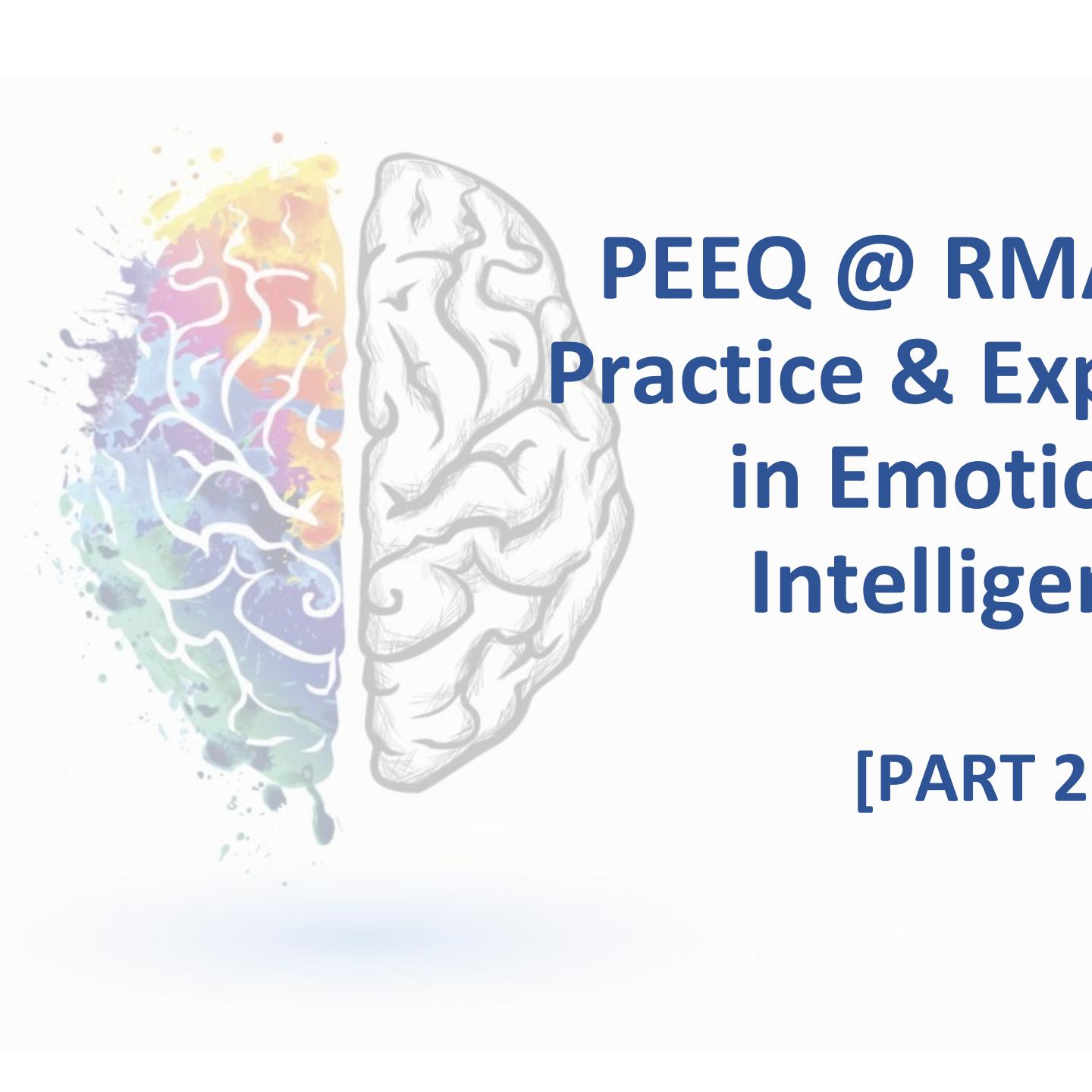
Self-Awareness  
Motivation



## Mindful Listening

Self-Awareness  
Empathy  
Leadership  
Social Skills





# **PEEQ @ RMACC19: Practice & Experience in Emotional Intelligence**

**[PART 2]**

# Arc of the Day

## Before Lunch

- Welcome & Introductions
- Landscape & Leadership
- EQ: History & Intro
- Mindfulness
  - What
  - How
  - Do
  - Practice

## After Lunch

- A moment to arrive
- EQ: Self-Management
- Neuroscience: A thumbnail overview
- EQ: Empathy
- Compassion & Leadership
- Q&A and Close
- Optional Post Session

A scenic landscape featuring a majestic mountain peak reflected in a calm lake under a blue sky with clouds.

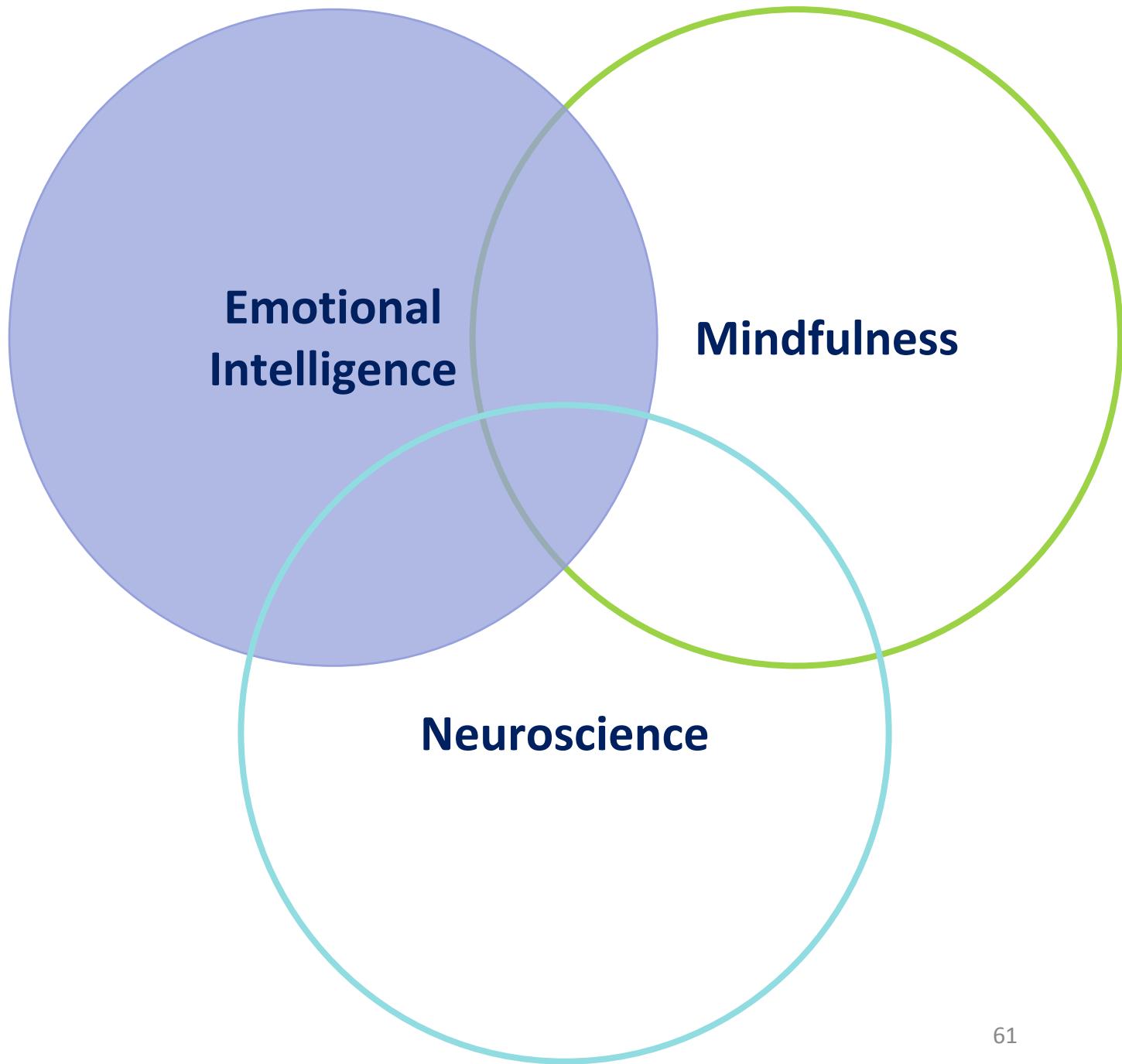
**“Sit like a  
majestic  
mountain”**

# Journaling



It makes me feel happy  
when...

Today I will be mindful  
of...



A kitten with brown and black stripes stands on a light-colored rug, looking directly at its reflection in a dark, polished surface below. The reflection is slightly distorted, creating a surreal effect. The background shows a wooden floor and some furniture.

# Self-Awareness



“Knowing one’s internal states, preferences, resources and intuitions.”

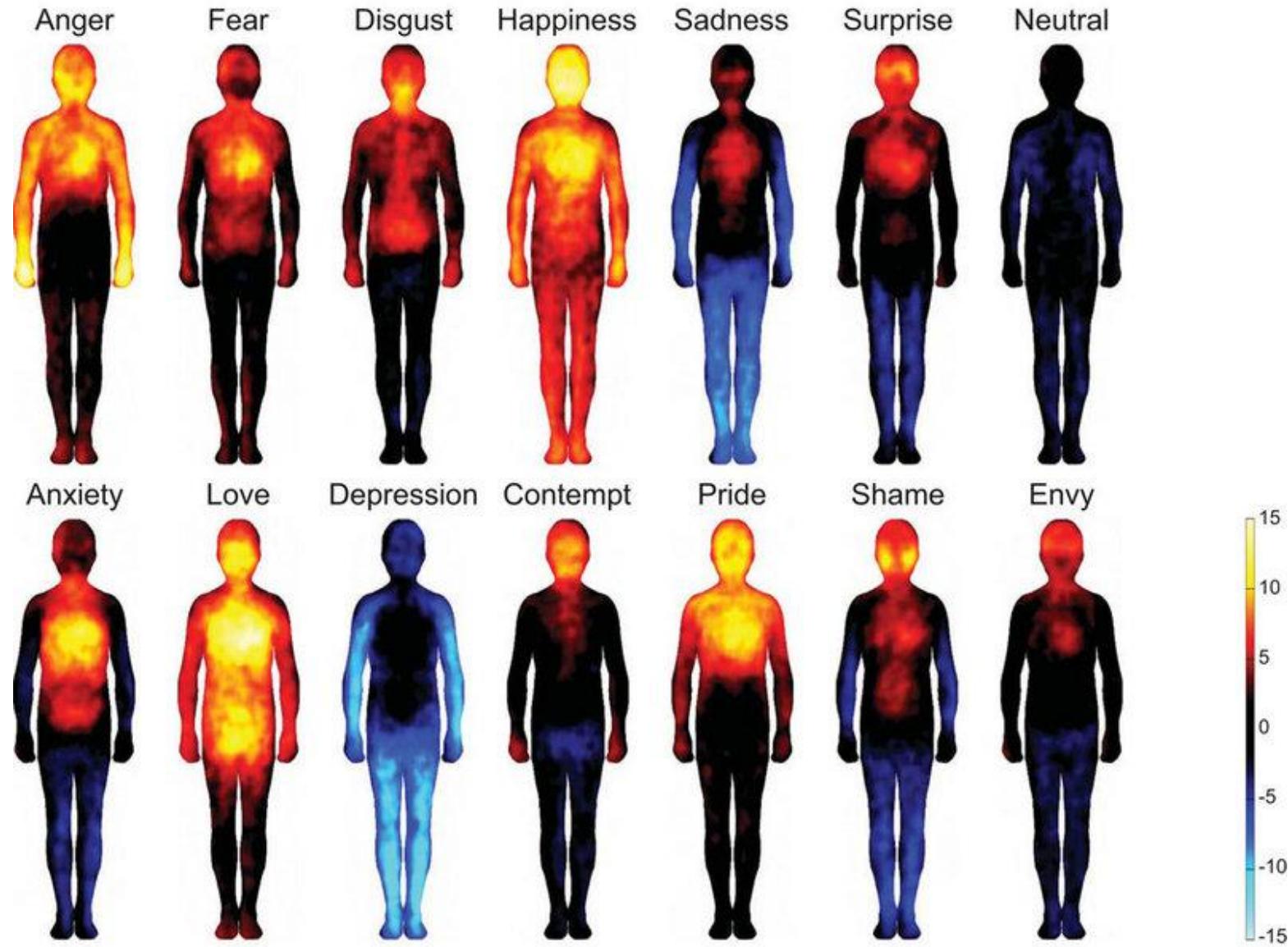
*Daniel Goleman,  
Working with Emotional Intelligence*



# Emotional Awareness



# Emotions in the Body



Bodily maps of emotions, Nummenmaa, Glerean, Hari, and Hietanen

# Q&A



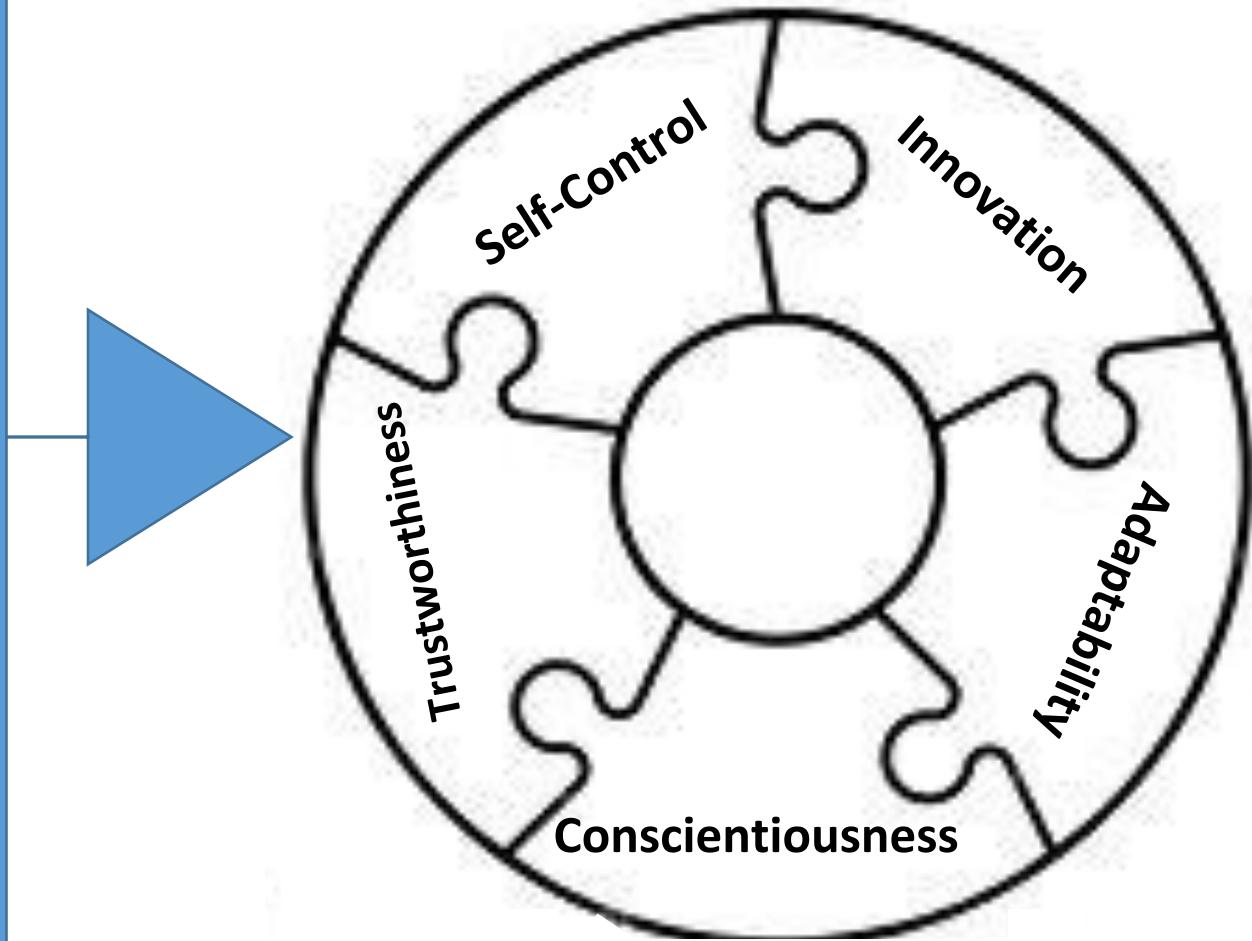
# Self-management

Pressure...

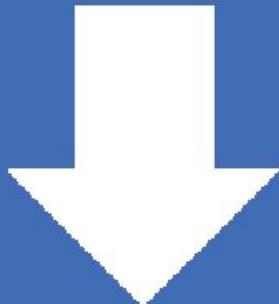


**Self-management**  
the process of managing  
one's internal states,  
impulses, and resources.

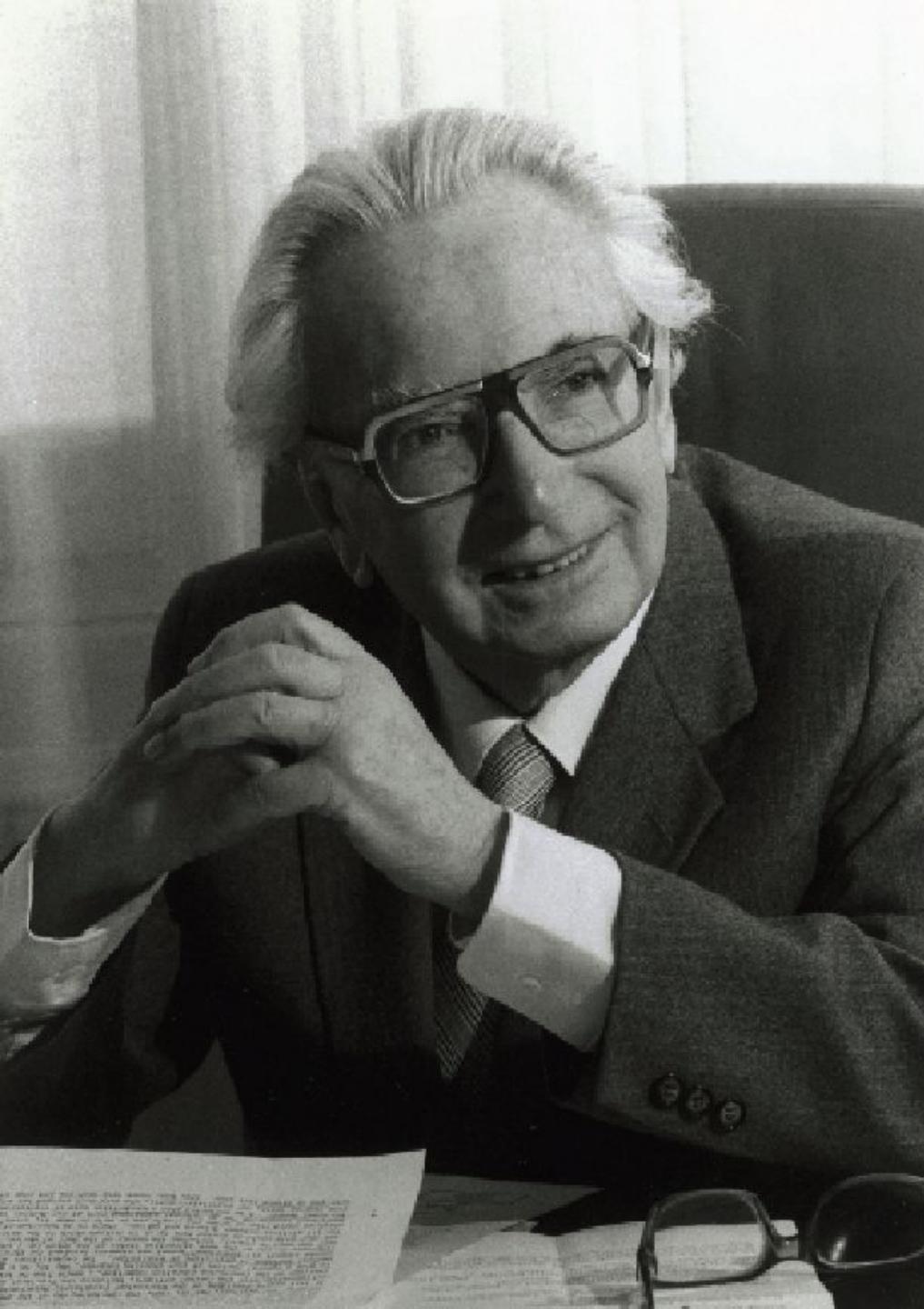
Self- Management  
Competencies



# Compulsion



# Choice



**“Between stimulus  
and response, there  
is a space. In that  
space lies our  
freedom and our  
power to choose our  
response. In our  
response lies our  
growth and our  
happiness.”**

**Viktor Frankl**

# It's NOT...

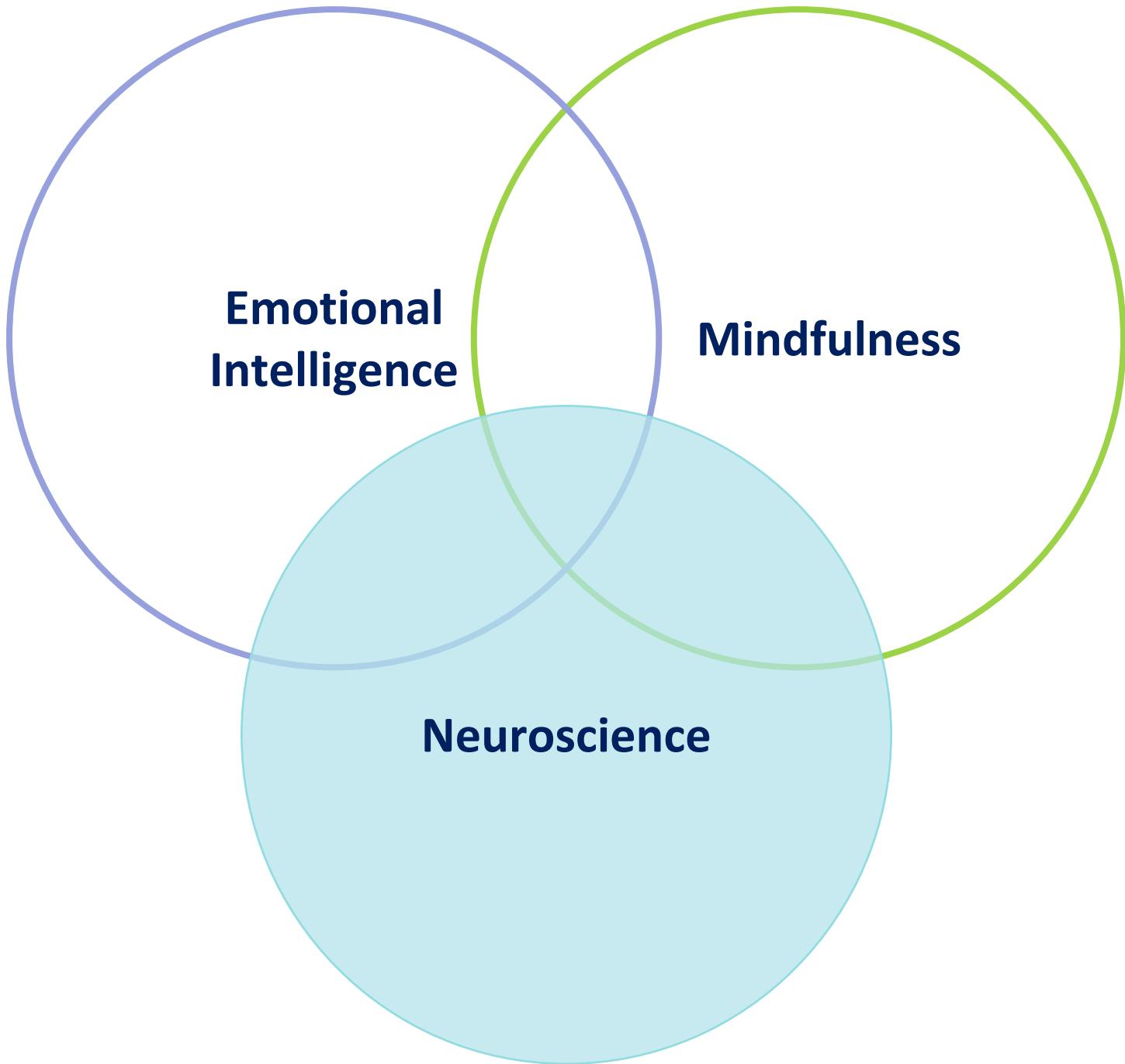
- Avoiding
- Denying
- Suppressing





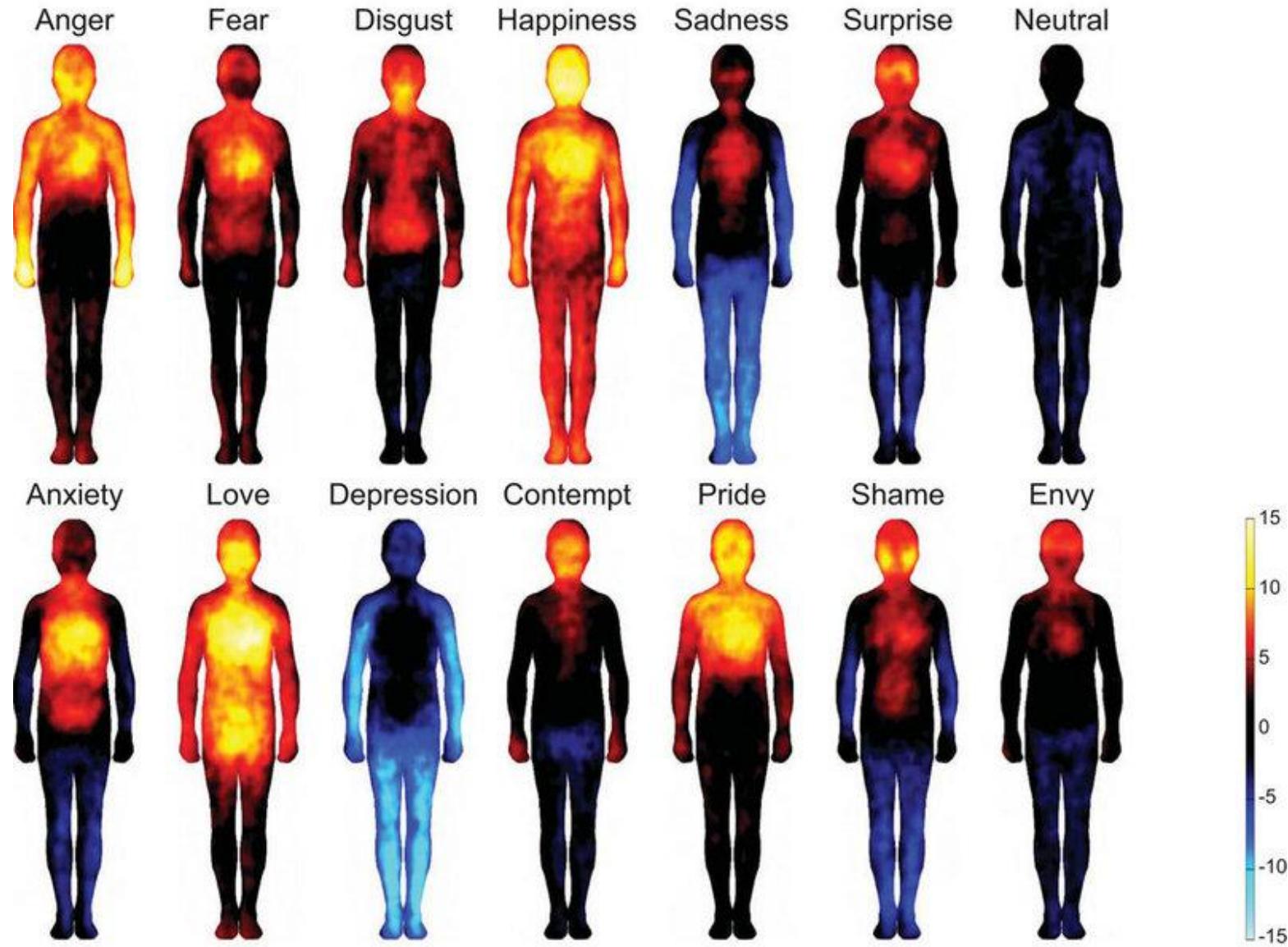
# Q&A







# Emotions in the Body

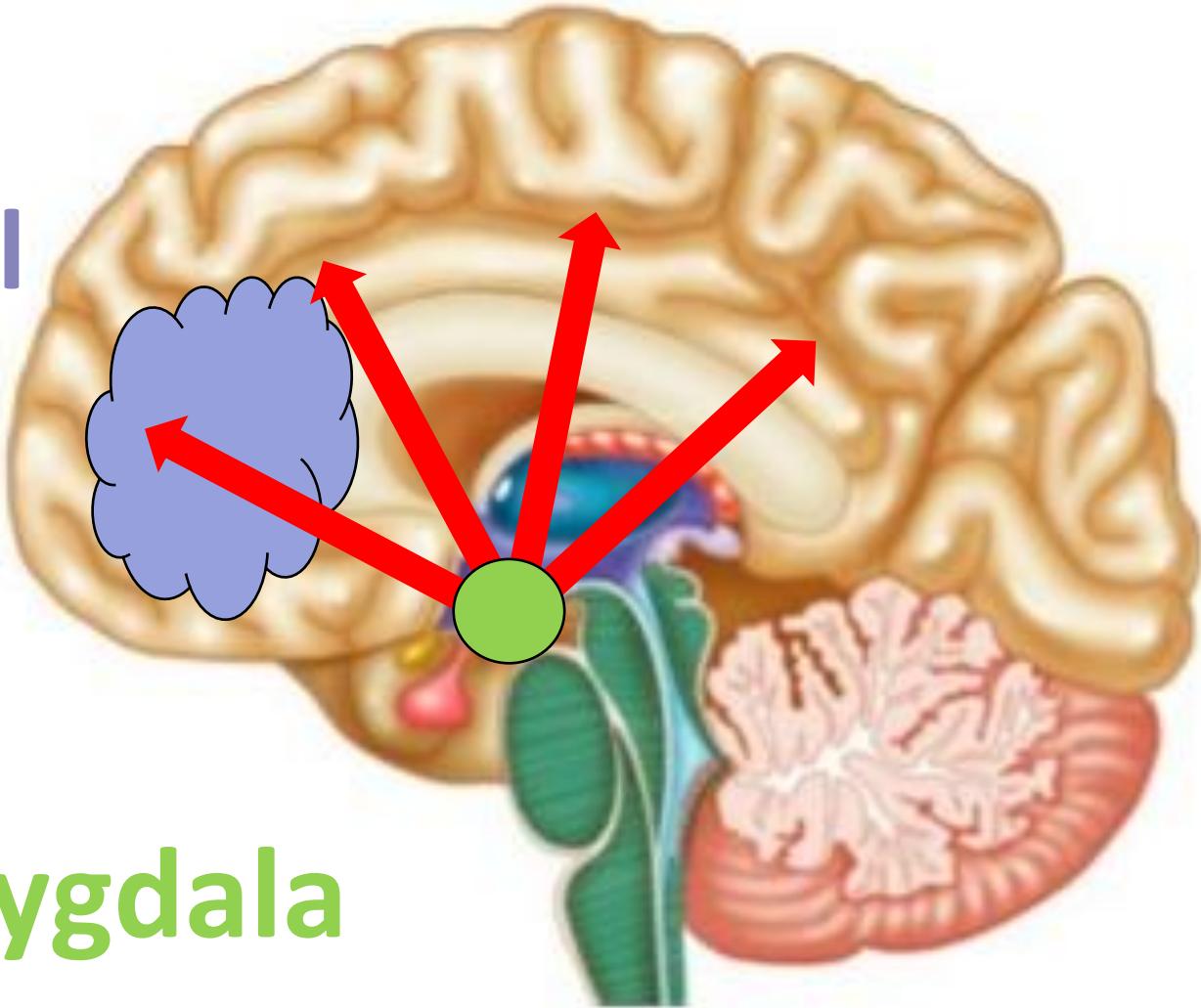


Bodily maps of emotions, Nummenmaa, Glerean, Hari, and Hietanen

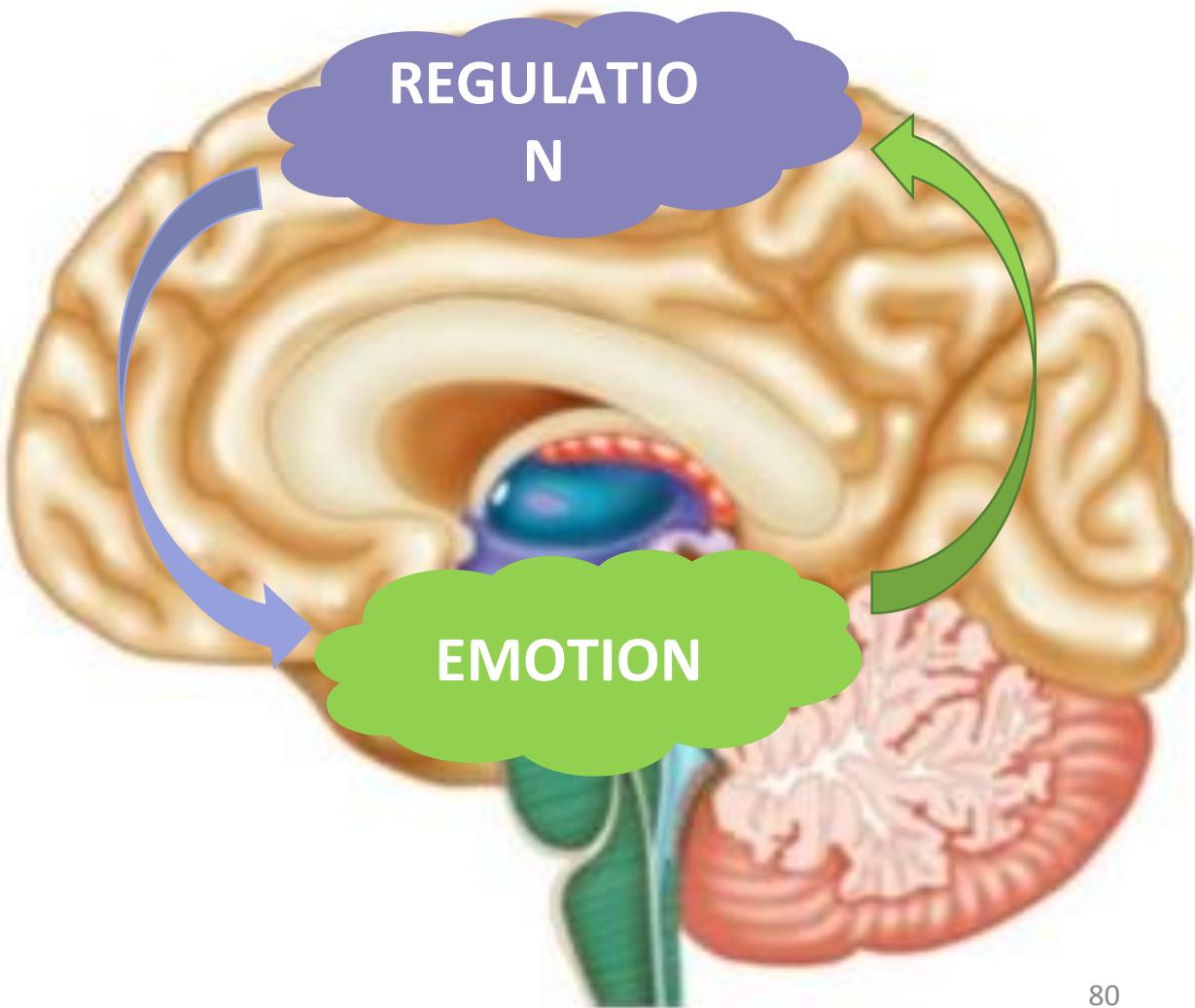
# Getting Triggered

Prefrontal  
Cortex

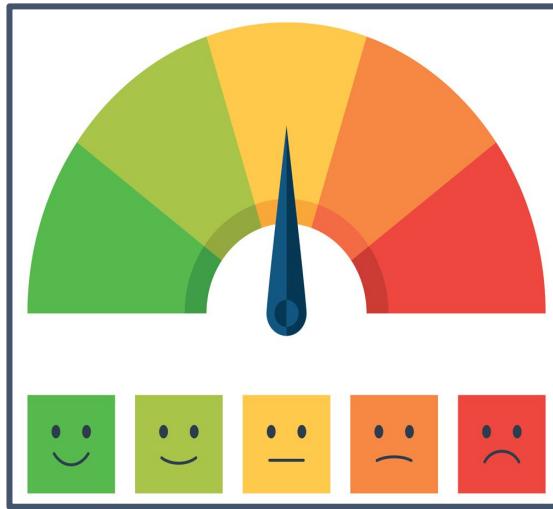
Amygdala



# Neural Model of Emotion Regulation



# What happens in the brain when we practice mindfulness



- + Increased Neural Connection

- + Reduce Negative Emotions

- + Strengthens Immune System



- Stop
- Breathe
- Notice
- Reflect
- Respond

**Trigger**

---

You've got mail!  
Start by scanning your inbox...

**STOP  
BREATHE**

**Reaction**

---

**NOTICE**

**Reaction**

---

**NOTICE**

**Layers of  
Feeling**

---

**NOTICE**

**Underlying  
Feeling**

**REFLECT**  
  
**RESPOND**

## Trigger

---

You've got mail!  
Start by scanning your inbox...

**STOP  
BREATHE**

## Reaction

---

Notice what you feel in your body

**NOTICE**

## Reaction

---

Notice what thoughts you're thinking

**NOTICE**

## Layers of Feeling

---

Notice what else is coming up?  
Feeling unappreciated, anger, blame, failure?

**NOTICE**

## Underlying Feeling

Fear, self-doubt, self-worth? Is this a new feeling or familiar?

**REFLECT**  
  
**RESPOND**

# Exercise: Mindful Conversation



# Mindful Conversation Practice

- 1. A talks & B listens**
- 2. B - shares “What I heard you say is...”**
- 3. A - affirms or corrects**
- 4. B - check in with your emotions**
- 5. Switch roles**
  - ✓ Pick a trigger
  - ✓ How you handled it
  - ✓ How it made you feel

# Leading with Compassion





**Pity:**  
I acknowledge  
your suffering.

**Sympathy:**  
I care about  
your suffering.

**Empathy:**  
I feel your  
suffering.

**Compassion:**  
I want to relieve  
your suffering.

**Engagement**



<https://www.youtube.com/watch?v=1Evwgu369Jw>

- (a) The ability to experience and understand what others feel**
  
- (b) while maintaining a clear discernment about your own and the other person's feelings and perspectives.**

# What Empathy is NOT

- Psychologizing
- Agreeing with people

# Exercise: Mindful Conversation



# Mindful Conversation Practice

- 1. A talks & B listens**
- 2. B - shares “What I heard you feel is...”**
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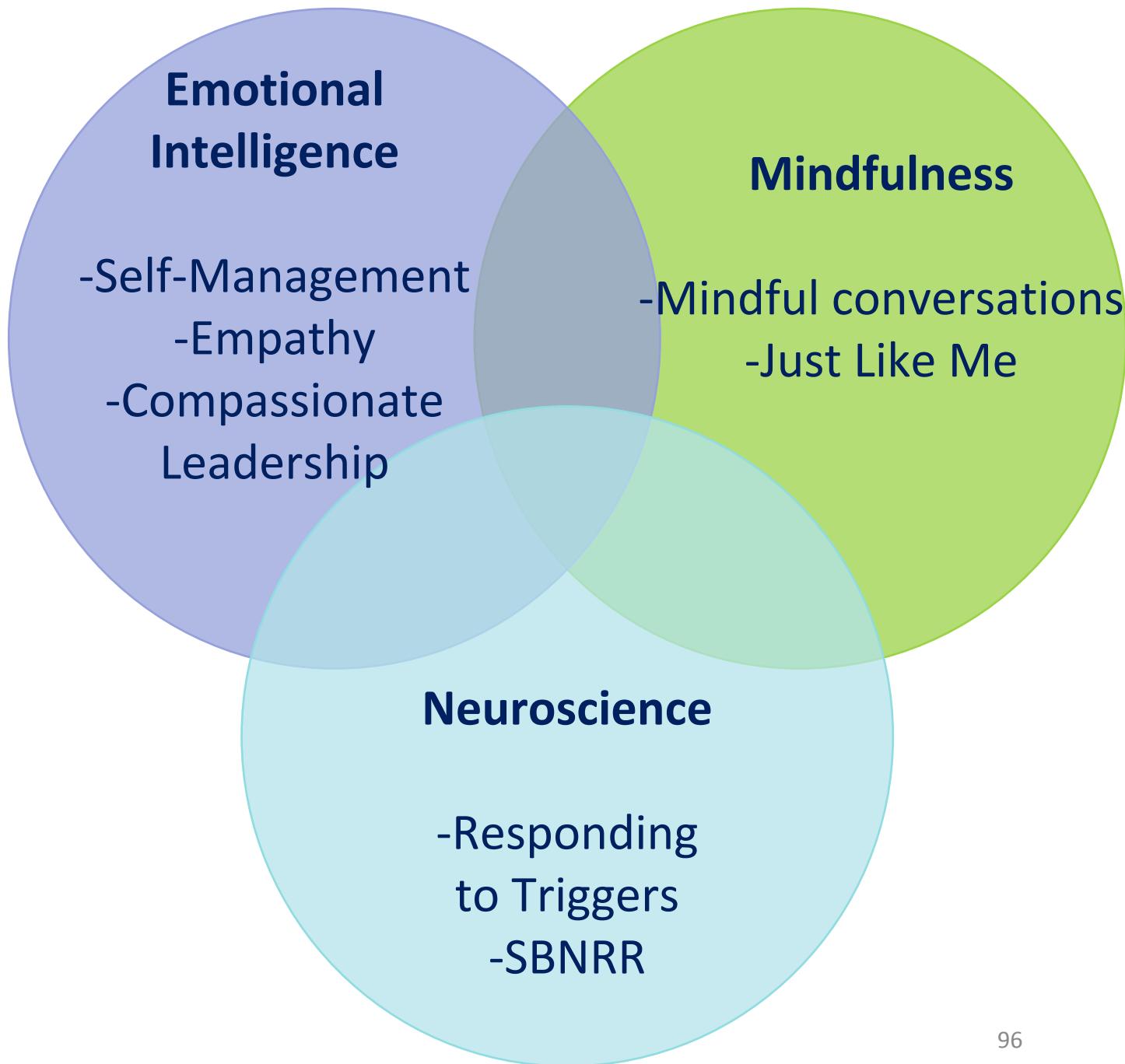
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“Sit like a  
majestic  
mountain”

# Q&A





# Q&A

