

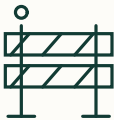
RESET

PARALLEL FIVE • REGULATE EMOTIONS

Emotional regulation does not mean suppressing emotions. It means managing them, so your message lands as intended. People don't always remember every word a leader says. They do remember how the words made them feel.



When leaders remain composed and reset, teams can focus, and execution is strengthened.

ASK		ACT
<div>R</div>		<div>Recognize</div> <div><ul style="list-style-type: none">• What am I feeling right now?• What triggered this reaction?• How might others experience my emotions?• What impact could my response have?</div> <div>Self-awareness is the foundation of emotional regulation</div> <div><ul style="list-style-type: none">✓ Name the emotion✓ Pause before responding✓ Choose your response</div>
<div>E</div>		<div>Examine</div> <div><ul style="list-style-type: none">• What do I know to be true?• What assumptions am I making?• What else could explain this situation?• What additional context do I need?</div> <div>Separate facts from feelings before deciding how to respond</div> <div><ul style="list-style-type: none">✓ Separate facts from assumptions✓ Seek additional context✓ Stay open to other perspectives</div>
<div>S</div>		<div>Slow Down</div> <div><ul style="list-style-type: none">• Do I need to respond right now?• What outcome am I trying to achieve?• Am I listening to understand or preparing to react?• What question should I ask before responding?</div> <div>Create space between emotion and action</div> <div><ul style="list-style-type: none">✓ Pause intentionally✓ Listen carefully✓ Respond thoughtfully</div>
<div>E</div>		<div>Engage Intentionally</div> <div><ul style="list-style-type: none">• What does this person need from me right now?• How can I be both candid and respectful?• What response best serves the relationship?• How can I move the conversation forward?</div> <div>Choose the response that best serves the relationship and the situation</div> <div><ul style="list-style-type: none">✓ Lead with respect✓ Communicate with intention✓ Strengthen the relationship</div>
<div>T</div>		<div>Transform Emotion into Action</div> <div><ul style="list-style-type: none">• What positive action can I take?• How can this situation become a learning opportunity?• What would move the team forward?• How can I model the behavior I expect from others?</div> <div>Channel emotion into constructive leadership</div> <div><ul style="list-style-type: none">✓ Coach instead of blame✓ Clarify instead of criticize✓ Collaborate instead of react</div>

