

The Neuroscience of Resilience: Emotional Intelligence and Self-Regulation inside and outside of the workplace.

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No Limits Mindset and Burrell School District



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A Little About Me...

- Grew up a Farmer in Western Pennsylvania
- Career Educator and Social Worker
- Always Fascinated with Human Behavior
- Proud Husband and Parent
- Unapologetic Gen X'er



Why Emotional Intelligence?

- **Self-Awareness**
 - Recognizing emotions and their impact on behavior
- **Self-Management**
 - Constructively managing emotions
- **Social Awareness**
 - Understanding others' emotions and perspectives
- **Relationship Management**
 - Healthy relationships through communication and interaction

So What, Who Cares?

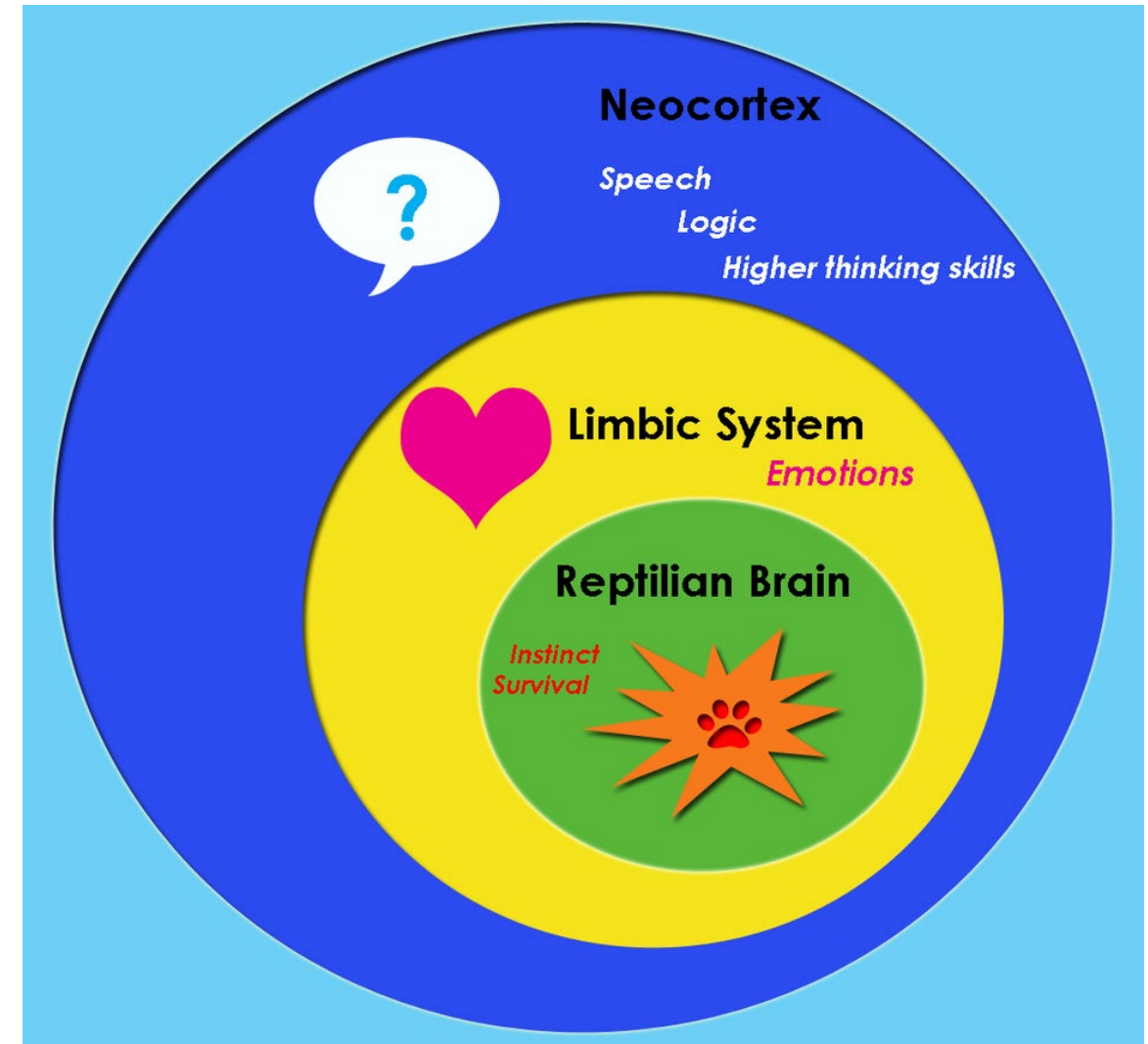
- ROI of self-regulation
- Leadership and collaboration
- Improved decision making
- Builds stronger relationships

Has This Happened to You?



Triune Brain Model

- **Reptilian Brain**
 - Autonomic Nervous System (ANS)
- **Mammalian Brain**
 - Limbic System- are stimuli “safe or unsafe”
- **Prefrontal Cortex**
 - Thinking, executive function, reasoning



The Three Parts to an Emotion

Dr. Elizabeth Stanley
Widen The Window

Physical Sensations

- Emotions begin with physical changes
 - Racing heart, shallow breath, tense muscles
- Cues are automatic and the first sign of the shift
- Recognizing early signs helps us to respond rather than react



Thoughts- The Story We Tell Ourselves

“I’m in danger”

“I can’t handle this”

“What if I fail”

- Our brains create a narrative about what is happening
- Thoughts shape the emotional intensity and direction of response
- Mindfulness helps us challenge distorted or unhelpful thinking patterns

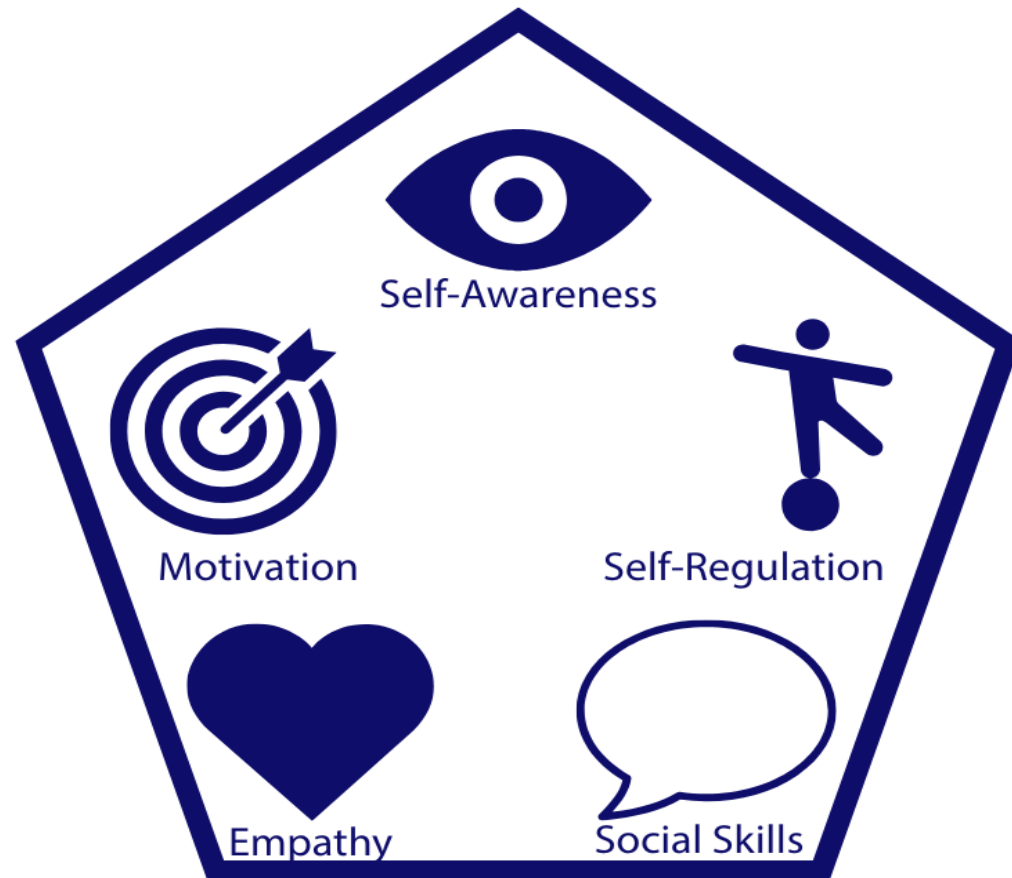
Feelings and Mood - The Lasting Impact



- Feelings are the emotional labels we assign; joy, fear, anger
- Moods are sustained emotional states
- Emotional literacy allows us to regulate our inner experience more effectively

Goleman's 5 Components of Emotional Intelligence

- Self-Awareness
- Self-Regulation
- Motivation
- Social Skills
- Empathy



Self-Awareness

Recognizing the emotional triggers and understanding personal stress response

- Heart rate increases before a presentation
- Recognizing tight deadlines make you irritable
- Acknowledge feeling defensive when receiving feedback

Self-Regulation

Applying techniques to manage stress and maintain control in high-pressure situations

- During a tense meeting, pause before speaking, avoid being reactive
- Wait 12-24 hours before responding to a frustrating email
- When behind on a project, block time and prioritize rather than panic

Motivation

Remaining resilient and committed to workplace goals despite setbacks

- After a failed project proposal, use the provided feedback and revise for a stronger idea
- When faced with repetitive tasks, remind yourself of the “Big Picture”
- Stay engaged and seek growth opportunities when passed for promotion

Empathy

Enhancing workplace relationships by understanding and responding to colleagues' emotions

- Noticing a teammate is quiet during a meeting, check in and offer support
- Adjusting your communication style when working with an overwhelmed colleague
- Validating a co-worker's frustration over a policy change even though there is not impact on you.

Social Skills

Communicating effectively and managing conflicts with emotional intelligence

- Mediate disagreements between teammates ensuring both sides feel heard and guided
- Adapt your feedback approach based on the recipient's needs
- Build rapport with a new team member by asking questions and genuine interest

Regulate – Relate – Reason

-Dr. Bruce Perry

Regulate – Relate – Reason

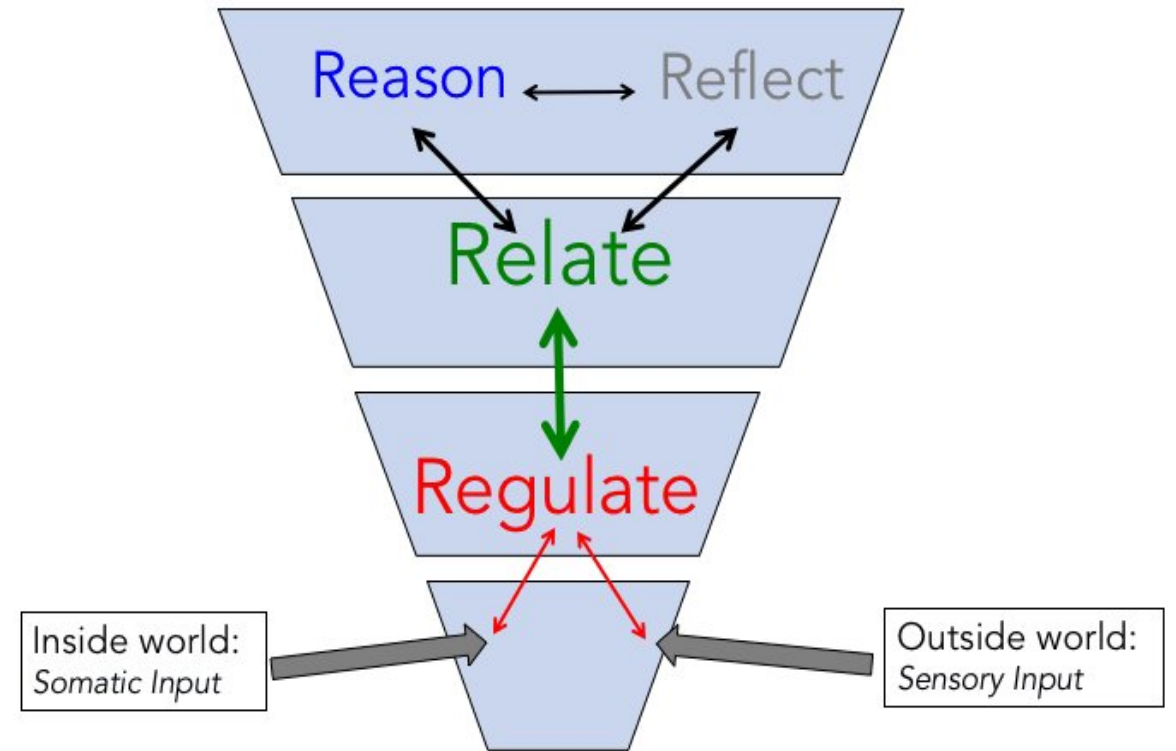
“The only way to get to the cortex—the part of the brain that can think, reflect, and reason—is through regulation and relationship.”

-Dr. Bruce Perry

During Stress or Dysregulation, The Brain's ability to Reason is Offline

- **Regulation**
 - Comes first! Calming the nervous system
- **Relating**
 - Building connections around what is happening to us
- **Reasoning**
 - Problem solving and reflection. Cannot happen without the first 2 processes

Sequential Engagement & Processing



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How Can We Regulate Ourselves?

- Co-Regulation
- Self Regulation
 - Mindfulness/Meditation
 - Movement
 - Nature
 - Breathing



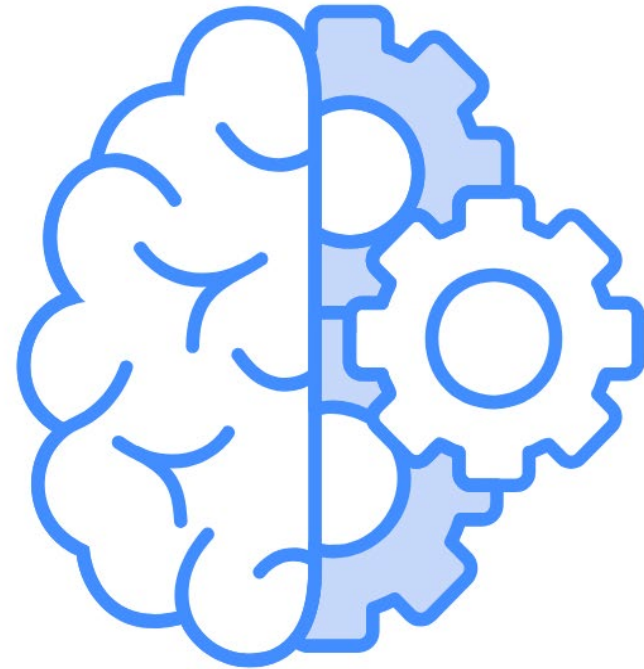
How Can We Relate?

- Empathize
- Active listening
- Building an emotional connection with another person
- This process is the bridge between regulation and problem solving



What Does it Mean to Reason?

- Shifted from dysregulation to regulation
- Problem solve about the experience
- Make informed and better decisions
- We're using our Prefrontal Cortex



**How does this relate to you in
your roles & relationships?**

Applying Regulate, Relate, Reason

Personal

- Regulate
 - Breathing (4-1-5) or Grounding exercise
- Relate
 - Co-Regulate with a trusted friend
- Reason
 - Journal or Reflect on what activated your dysregulation and explore solutions with openness

Professional

- Regulate
 - Micro-break or reset (walk) before reacting to an email or tension with colleague
- Relate
 - Acknowledge others' emotions before addressing tasks
- Reason
 - Debrief after stressful events. Use logic over emotions

Applying Mindfulness and Cognitive Reappraisal

Personal

- Mindfulness
 - Begin the day with movement, body scan, or mindful breathing. End the day with breathing (4-1-5)
- Cognitive Reappraisal
 - When thinking “I’m Failing” reframe as “I am learning something important under pressure” or “I am just not there, yet...”

Professional

- Mindfulness
 - Begin meetings with a pause moment to settle minds and thinking
- Cognitive Reappraisal
 - Instead of “They’re ignoring my idea,” think, “Maybe they are processing or distracted- I will clarify my point.”

Self-Awareness and Empathy

Personal

- Self-Awareness
 - Keep a mood log or use an emotion wheel to label and track emotional patterns.
- Empathy
 - Intentionally ask, “What might they be feeling right now?” before reacting in personal conflicts.

Professional

- Self-Awareness
 - Use emotional check-ins or reflect after tough meetings:
“What role did my tone, words, or assumptions play?”
- Empathy
 - Actively listen to colleagues without interrupting; paraphrase to validate understanding (“It sounds like you’re really stretched right now.”)

Looking to Make Change? Here is How You Can Begin

- Set goals for yourself and track your progress **daily, weekly, and monthly.**
 - This is a proven way to build resilience and brain neuroplasticity
- Strengthening **Self-Awareness and Empathy** improves emotional control
- **Relational Rewards** (the positive interactions with others) is a powerful form of reinforcement.
 - The relationship is central to keeping ourselves on task or following through with goals

Success Reminders

- Growth is rarely linear.
- Do you have a personal mission statement?
- Do you have a “team” around you to help with co-regulation?
- Do you have an accountability partner?

The best time to plant a tree was 20 years ago, the second-best time is now."

-Chinese Proverb



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