
Map your Emotional Culture

Define the emotional culture of your team or organization

Objectives

- Map the desired emotional culture of your team or organization to improve the way your team connects and works together.
- Understand your employees' personal motivations, needs, and fears at work.
- Build greater empathy for others in your team or organization.

When should this session be delivered?

Emotional culture is crucial to organizational performance. But most organizations and leaders underestimate the influence emotion has on their culture and leadership. The emotional culture of an organization influences employee satisfaction, burnout, teamwork, and even hard measures such as financial performance and absenteeism.

Organizations normally focus solely on their cognitive culture, otherwise known as shared values and norms. However, the emotional culture of a team or organization – how people are feeling or should be feeling at work – is often overlooked or ignored all together. There is also a significant communication, understanding, and empathy gap in many workplaces which gets in the way of how we best work together.

Yet when companies identify the key emotional drivers of their employees not only does engagement increase and morale improve, productivity and employee retention increase. As a result, bottom-line profits go up.

So, the Emotional Culture Deck & Emotional Culture Workshop offers an insanely simple and human way for a structured face-to-face conversation about workplace culture and feelings.

This workshop is designed to be a hands-on interactive way to map the emotional culture of a team. In this half-day to full day workshop, you'll explore how people individually want to feel and not feel at work. Then work together to map how the team wants to feel and not feel as a collective (your team's desired emotional culture). Throughout this workshop your people will discuss why they believe these feelings should be at the heart of your culture and the impact they will have on how people work together.

At the end of this workshop, your group will have defined their collective emotional culture. Plus, as a group, you'll have worked through the Emotional Culture Canvas and defined the collective behaviours of the team that will help foster the emotional culture the team has mapped.

For more information about the research and inspiration behind The Emotional Culture Deck check out the Harvard Business Review article: [Manage your Emotional Culture by Sigal Barsade and Mandy O'Neil](#).