

# Emotional Intelligence and the Power of Reframing

# Reframing your Thoughts

**“What you think about, and the thoughts that go through your mind have a direct effect on how you feel and behave.”**

**As the ancient Greek philosopher, Epictetus so wisely wrote in 101 A.D.:**

**“It’s not what happens to you, but how you react to it that matters.”**

# Realistic Optimism

**How you think about challenges can help you build resilience and well-being in the workplace.**

**Pessimists and Optimists have different 'explanatory thinking styles.'**

**Your 'explanatory style' is the way you think about events that happen to you. The way you think largely determines the way you feel.**

# Power of Reframing

Many equate optimism with happiness. In fact, experts claim that the real difference between optimists and pessimists is not in their level of happiness or in how they perceive a situation, but in how they cope.

## Realistic Optimists:

- Engage with life positively and constructively
- Take a problem-solving approach to difficulty
- Take responsibility for choices
- Most importantly we can change our attitude and behaviors – by recognising and challenging our negative self-talk.

Reframing negative self talk is coming up with a different interpretation of an event or experience. It is a technique that helps you to change the meaning of something and therefore change the way you feel about it and thus your experience.

# Power of Reframing

## *Negative Self-Talk*

I've never done it before.

It's too complicated.

I don't have the resources.

I'm too lazy to get this done.

There's no way it will work.

It's too radical a change.

No one bothers to communicate  
with me.

I'm not going to get any better at this.

## *Positive Thinking*

It's an opportunity to learn something new.

I'll tackle it from a different angle.

Necessity is the mother of invention.

I wasn't able to fit it into my schedule but  
can re-examine some priorities.

I can try to make it work.

Let's take a chance.

I'll see if I can open the channels of  
communication.

I'll give it another try.

# Reframing our Thoughts

"I am so overwhelmed"  
or  
"I'm feeling challenged  
by this."

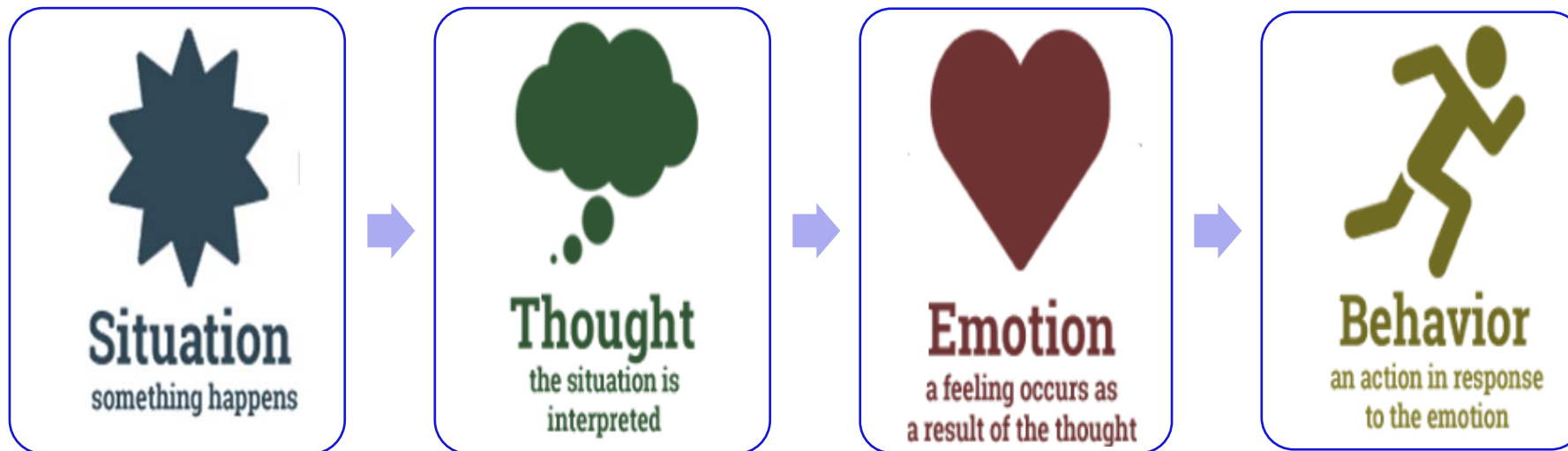
"I am so stressed"  
or  
"this is a difficult  
experience I am going  
through now."

"I'm hopeless at giving  
feedback"  
Or  
???

"It's best not to rock the  
boat"  
Or  
???

This new system is so  
complex. I am never  
going to be good at  
using it.  
Or  
???

# Reframing your Thoughts



# Reframing Your Thoughts

Event	Thought	Feeling	Behaviour	Reframing Thought
Job Interview	I am hopeless at Interviews. I never do well	Anxious Nervous	Go Blank Shake Stammer	This is just a meeting. I am prepared. I know my stuff.
				They invited me for an interview because they liked my application.