

# yes and...

## ***Introduction - Balancing Our Emotions and Thoughts in the Workplace, Rabbi TZiPi Radonsky, Editor***

We have chosen to explore in this issue the intersection of the worlds of thought and feelings. Our contributors will be challenging you to think of how we balance the world of intellect and the world of emotions in the most productive ways and what happens when we are out of balance.

The ancient sages believed that the heart and mind were one organ. The Myers Briggs Type Inventory research based on Jung's work informs us that although we may have a particular preference

for feeling or thinking, we do operate in both realms. Therapists have known of the impact that emotions have on behavior and yet it was Daniel Goleman's ground-breaking work that helped the business world begin to explore Emotional Intelligence. With our binary way of thinking, it is either this or that and often we allow thinking to win! It is both, simultaneously, and knowing how to roll through this overlapping place is crucial in building the relationships that enrich our lives and have our back.



Rabbi TZiPi Radonsky is an innovative teacher, coach, writer and artist. She works with colleagues and clients at the Center for Creative Leadership and through

her private practice. Her web site,

Rebtzipi.com offers her readers an opportunity to ask questions to clear the mind and heart.

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## ***Balancing Your Head and Your Heart, Ronnie Grabon***



Most of us spend our lives seeking to balance our head and our heart. Recently, managing the Human Resource function of an or-

ganization undergoing liquidation, I found myself leading with heart. We often hear the phrase "keep your head about you" when facing crisis. Sometimes the reality of the economy, the debt, the banks are beyond our cognitive skills. We are functioning in permanent white water. It is not just our head we must keep about us; it is our intu-

ition and our heart and our emotions. In the process, it becomes clear that head and heart are not always balanced simultaneously. Sometimes they are balanced sequentially.

Just when we think we need our clearest thinking, what we really need is a strategy to attend to our emotions so that we are able to think. Then we can move back into a world of logic and planning. Two managers I worked with during this period panicked and quit so they would not have to face the emotional turmoil of the closing. Though both immediately obtained other positions, they both real-

ized that their hearts were still with staff left behind. Ultimately, neither of them remained with their new positions. They had not balanced themselves emotionally prior to making what appeared to be a rational decision.

**Exercise: As a coach, I often suggest to people that they need a tool kit – a series of tools to use when they are so emotionally involved that thinking is cloudy. The first tool in the kit needs to be the awareness of when you are out of balance. What helps you be aware that balance is necessary? What tools and people do you use in finding that balance?**

Ronnie S. Grabon has recently worked full time as VP of Human Resources with a company undergoing liquidation. She is now an HR consultant and executive coach working with companies and individuals undergoing transition. She can be reached at [rgrabon@triad.rr.com](mailto:rgrabon@triad.rr.com).

## ***Balancing the World of Intellect and the World of Emotions through Alignment, Margaret Hosmer Martens***



In western cultures we have learned to favor the development of our minds to the detriment of our emotions. We are trained to naturally trust our heads rather than our hearts, long since forgetting that we are not meant to function this way. It is not a question of trusting one or the other but of having them work in alignment to be at our best. In my leadership coaching I practice an inclusive approach, which helps individuals achieve their natural equilibrium. This is not just looking at

work/life balance. It involves focusing on the development and alignment of the leader's three principal domains: the intellect, the emotions and the body. Some of us have learned to only trust our heads in our inter-personal relations and find that we lack emotional intelligence. I include an exercise to help to develop that intelligence. Many will find that it is at first hard to "open" our hearts to others in conversation. We sometimes think that we do not fully trust the other. Actually if we observe and reflect enough we will realize that we lack confidence in ourselves. As we become emotionally mature that confidence will naturally grow.

**Exercise: When next in a meeting with one or more people try to listen at a deeper level, listening to truly hear or understand. With practice you will find at least three levels of listening: 1) our customary partial listening when we are only hearing what we expected to hear, 2) listening for new information to add to the mind's data base, and 3) listening to understand what the other person is really trying to convey – sensing the other.**

Margaret Hosmer Martens is the principal of Inclusive Development Associates and has worked internationally for over 30 years as a management consultant and leadership coach. Her long experience in Africa, Europe and Asia inspires her commitment to inclusive development helping individuals to: 1) better bring themselves into balance to develop their full potential as leaders and 2) learn to appreciate others' cultures for the sake of a rich and harmonious world. Contact Margaret at [hosmermartens@gmail.com](mailto:hosmermartens@gmail.com).

## ***Balancing the World of Intellect and Emotions, Lorraine Potocki***

When I worked in the corporate world interviewing candidates for an open position in my department, I had a favorite question that I liked to ask. "When you manage, do you manage from your heart or from your head?" Of course, there is no right or wrong answer.

Being a good manager is one of the most difficult jobs on the best of days. Often your responsibility is to look for ways to cost cut. And, all too often, all you have left to cut is positions. Positions that have real people in them with real needs who would be significantly impacted by that day, that hour, that minute that you had to give them the news that they would



no longer going to be a part of the organization.

I would always approach this daunting task after countless hours of rehearsing the right corporate position (spin) on why we had to do what we had to do. Emotionally,

and in the privacy of my own home and thoughts, my heart took over and there was no sleeping. Intellect kicked in again the next day, and I knew what I had to do.

I'm now a self-employed artist. I balance the intellectual aspect of the fact that I know I do good work and if I don't sell "big" at an event, I shouldn't take it personally. Though emotionally exhausted after a weekend show, I'm ready for the next time. And the next.

**Exercise: What part of your life do you manage most from your head or from your heart?**

Lorraine Potocki started her own business, Florida Pastels LLC, in February 2008. Her medium, pastels, allows her to capture the beauty of Florida's beaches, wildlife, and environment. She graduated from The College of New Jersey with a degree in Fine Arts and Education. She has exhibited in Tarpon Springs, Dunedin, Palm Harbor, Madeira Beach and Clearwater. Lorraine is an active member of the Pastel Society of Tampa Bay, PAVA, the St. Petersburg Chamber of Commerce and the Greater Palm Harbor Chamber of Commerce. She won third place in the "Fall in Furniture Love" Scan Design competition, Tampa region. There is an article about Lorraine and her art in the July/August 2009 issue of Tampa Bay Magazine. Lorraine was the recipient of The 2009 Volunteer of the Year in Arts and Recreation for her work at Bakas Equestrian Center Horses for Handicapped in Tampa. Contact Lorraine at [lorrainepotocki@yahoo.com](mailto:lorrainepotocki@yahoo.com).

## *Managing the Mind, Philomena Rego*

Our thoughts and emotions are interconnected. One triggers the other. Thoughts are constantly running through our mind. Yet the impact of these thoughts on our beliefs, behaviors, and emotions is invisible to us.

According to Marci Shimoff, author of the book Happy For No Reason, each individual has about 60,000 thoughts each day and 95 percent of the thoughts are same old thoughts repeatedly flowing through our minds. Moreover, 80 percent of these thoughts are negative for an average person. It is not hard to see that a repetitious loop of negative thoughts can damage us emotionally.

The quality of our life is affected by what is going on in our mind. They can make us be afraid or worry, to replay past hurts, or project doubts and anxieties about the future.



So how do we manage our thinking and thereby our emotions? We can start by being more mindful. We can pay attention to what is going on in our minds and notice how our thoughts impact our emotions. People who have developed greater self-awareness are able to immediately notice if the thoughts are empowering them or disempowering them. They see the resulting emotions or the feelings. They notice the impact on their body: the churning of their stomach, the tightness in their back, the pounding in their temples, the

sweat on their palms, the dryness in their mouth. These reactions are physical indicators of emotions.

**Exercise: Here are a few tips to get a grip on your thoughts: Notice your thoughts for few days and observe what thoughts come back repeatedly. The next time you have an unusual feeling, ask, "what does this feeling want to tell me? What thoughts and emotions are they connected to? What type of energy do I experience from different thoughts?"**

**Once we become more aware of our thoughts and the impact they have, we can start to work with them as well as our emotions.**

Philomena Rego, MSW is focused on helping people bring to light the best in themselves and others. She helps her clients retune their lives to become aligned with their core values and aspirations. Philomena Rego is a certified coach (CPCC) through CTI. This coaching approach focuses on enabling people to achieve success and fulfillment in their work and life through a powerful coach/client alliance that promotes and enhances the lifelong process of learning. Philomena has completed the Center for Creative Leadership's Coaching for Development module and the Center's Assessment Certification Workshop. Contact Philomena at [bewhoyour@gmail.com](mailto:bewhoyour@gmail.com).



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