

# HOW TO CONTROL EMOTIONS AT WORK



# Managing Emotions At Work

**Arturo Cuomo**



## **Managing Emotions At Work:**

*Managing Emotions in the Workplace* Neal M. Ashkanasy, Wilfred J. Zerbe, Charmine E. J. Hartel, 2016-09-16 The modern workplace is often thought of as cold and rational as no place for the experience and expression of emotions Yet it is no more emotionless than any other aspect of life Individuals bring their affective states and emotional buttons to work leaders try to engender feelings of passion and enthusiasm for the organization and its mission and consultants seek to increase job satisfaction commitment and trust This book advances the understanding of the causes and effects of emotions at work and extends existing theories to consider implications for the management of emotions The international cast of authors examines the practical issues raised when organizations are studied as places where emotions are aroused suppressed used and avoided This book also joins the debate on how organizations and individuals ought to manage emotions in the workplace Managing Emotions in the Workplace is designed for use in graduate level courses in Organizational Behavior Human Resource Management or Organizational Development any course in which the role of emotions in the workplace is a central concern Scholars and consultants will also find this book to be an essential resource on the latest theory and practice in this emerging field

**Emotions at Work** Roy L. Payne, Cary L. Cooper, 2003-01-31 In this book the authors provide up to date thinking and research on the broad range of emotional experience in working environments with particular attention to the causes of emotional change the consequences of emotional experience for individuals and their organisations and the implications for effective strategies for managing individuals including oneself and organisations Offers systematic coverage of the latest concepts of emotion and methods for research in organisations Includes scientific understanding and critique of the field as well as implications for organisational practice

*Managing Emotions in the Workplace* Neal M. Ashkanasy, Wilfred J. Zerbe, Charmine E. J. Hartel, 2016-09-16 The modern workplace is often thought of as cold and rational as no place for the experience and expression of emotions Yet it is no more emotionless than any other aspect of life Individuals bring their affective states and emotional buttons to work leaders try to engender feelings of passion and enthusiasm for the organization and its mission and consultants seek to increase job satisfaction commitment and trust This book advances the understanding of the causes and effects of emotions at work and extends existing theories to consider implications for the management of emotions The international cast of authors examines the practical issues raised when organizations are studied as places where emotions are aroused suppressed used and avoided This book also joins the debate on how organizations and individuals ought to manage emotions in the workplace Managing Emotions in the Workplace is designed for use in graduate level courses in Organizational Behavior Human Resource Management or Organizational Development any course in which the role of emotions in the workplace is a central concern Scholars and consultants will also find this book to be an essential resource on the latest theory and practice in this emerging field

*Handbook of the Sociology of Emotions* Jan E. Stets, Jonathan H. Turner, 2007-10-10 Since the 1970s the study of emotions moved to the

forefront of sociological analysis This book brings the reader up to date on the theory and research that have proliferated in the analysis of human emotions The first section of the book addresses the classification the neurological underpinnings and the effect of gender on emotions The second reviews sociological theories of emotion Section three covers theory and research on specific emotions love envy empathy anger grief etc The final section shows how the study of emotions adds new insight into other subfields of sociology the workplace health and more

Manage feelings in your projects well, and you are more likely to deliver your projects successfully Eddie Fisher, 2008-07-17 Presentation Handout from the year 2007 in the subject Sociology Work Education Organisation course Project Management Seminar Ramzova Czech Republic September 2007 language English abstract The management of feelings in projects is important Project managers who recognise this and act accordingly are more likely to deliver their projects successfully Managing emotions in projects is of particular importance due to the nature of projects They are temporary organisations that often consist of a mixture of people from both inside and outside of the organisation Project managers often do not exercise direct line management responsibility over these so they need to manage the emotions of people over which they have no control This variety of human beings such as contractors vendors and so on needs emotionally aware project managers who are strong in interpersonal skills knowing how to create an environment where people feel valued and motivated to contribute to their maximum potential and where problems are considered challenges and errors are considered learning experiences Verma 1996 It is therefore essential that project managers in the Project oriented society become competent in managing the feelings of people well within their projects

**Toxic Emotions at Work** Peter J. Frost, 2003 A guide to managing emotional pain at work to improve performance Based on research and examples it discusses why emotions matter in the workplace and shows how organizations can manage emotions and institutionalise compassion as part of their company culture to improve results

*Managing Emotions In The Workplace* Cristen Coplen, 2021-08-05 How to step out of the emotional drama a work How to recognize repeated no win scenarios How to build a workforce where the collective energy is spent on productivity instead of emotional gamesmanship It s for those that agree the workplace is overrun with a victim mentality For those that sometimes find themselves feeling that life at work isn t fair For those that have fears about speaking up at work For that that are worn down from playing the hero role at work It s about how to avoid and deal with destructive emotional traps in the workplace We are all actors in a play for which the stage is set every day in every workplace

**Improve Emotional Intelligence** Lawrence Dobin, 2021-03-27 Emotional intelligence refers to the ability to identify and manage one s own emotions as well as the emotions of others Emotional intelligence is generally said to include at least three skills emotional awareness or the ability to identify and name one s own emotions the ability to harness those emotions and apply them to tasks like thinking and problem solving and the ability to manage emotions which includes both regulating one s own emotions when necessary and helping others to do the same This book may give you Importance Of Emotional Intelligence How To Identify And

Manage Emotions Emotional Intelligence Skills How To Manage Emotions In A Positive Way Improve Emotional Intelligence Managing Your Emotions At Work **The Emotionally Intelligent Manager** David R. Caruso, Peter Salovey, 2004-03-15 We have long been taught that emotions should be felt and expressed in carefully controlled ways and then only in certain environments and at certain times This is especially true when at work particularly when managing others It is considered terribly unprofessional to express emotion while on the job and many of us believe that our biggest mistakes and regrets are due to our reactions at those times when our emotions get the better of us David R Caruso and Peter Salovey believe that this view of emotion is not correct The emotion centers of the brain they argue are not relegated to a secondary place in our thinking and reasoning but instead are an integral part of what it means to think reason and to be intelligent In The Emotionally Intelligent Manager they show that emotion is not just important but absolutely necessary for us to make good decisions take action to solve problems cope with change and succeed The authors detail a practical four part hierarchy of emotional skills identifying emotions using emotions to facilitate thinking understanding emotions and managing emotions and show how we can measure learn and develop each skill and employ them in an integrated way to solve our most difficult work related problems Motives for Managing Emotions at Work Christina M. Saluan, 2009 Emotional labor theory suggests that individuals manage their emotions in customer interactions because they are paid to do so Hochschild 1983 However recent theoretical work by Bolton 2005 suggests that individuals may have a variety of motives for managing their emotions in such interactions The present study examined motives for managing emotions at work using Bolton s 2005 Bolton as well as two additional motives to avoid punishment and for intrinsic reasons In terms of antecedent conditions autonomy orientation was positively related to the prescriptive presentational philanthropic and intrinsic motives controlled orientation was positively related to the punishment pecuniary and presentational motives and O NET job characteristics were not predictive of motive use In terms of outcomes the punishment prescriptive and intrinsic motives were related to the emotional labor strategies whereas the punishment and intrinsic motives were related to well being outcomes Results suggest that motives for performing emotional labor exist and are associated with unique antecedents and outcomes in the emotional labor process Abstract **Practical Business Administration**, 1929 **Emotions at Work** Roy L. Payne, Cary L. Cooper, 2001 *Emotional Intelligence for Managing Results in a Diverse World* Lee Gardenswartz, Jorge Cherbosque, Anita Rowe, 2010-10-16 Harness the power of emotions so you can leverage differences build engaged teams and create healthier organizations Whether you work group stretches from here to Dubai or can easily meet in a conference room down the hall anger and frustration are easy to come by when others don t do things your way follow directions or respond the way you think they should But when emotions manage workplace relationships the result is conflict disengagement and low morale Emotional Intelligence for Managing Results in a Diverse World delivers a novel prescription for managing effectively in today s workplace Use the dynamic principles of EQ plus insights from the author s pioneering diversity work to

increase your competence in managing emotions and enhance your effectiveness in work relationships and life The book also gives you the know how to use this approach in coaching and developing others to help them be more successful on the job

**The Psychologist** ,1999      Emotion at Work Rob B. Briner,1999      **The Business of Managing Emotions** Manjiri Gokhale Joshi,Manjeet Singh,2019-01-17 We work to create value in terms of sustenance or satisfaction During this journey of creating value we feel Regardless of whether we are allowed to demonstrate it in public or whether we admit it to ourselves or not whatever occurs at the workplace generates emotional moods The expression of these emotions at work greatly depends on the social and cultural norms of various countries regions industries and the personal preference of people themselves But the truth is these emotions exist The Navrasas comprise four negative emotional moods rasas that could hold back work performance four positive ones that could spur productivity and a ninth one which is the aim of this journey the ability to sift the personal from the professional The Business of Managing Emotions A Three Dimensional Approach offers practical solutions to leverage emotions at work through a three dimensional emotional management 3 DEM framework an amalgamation of the performing arts the medical science and the evolving social science of management

*Organising and Managing Work* Tony J. Watson,2001 The author of Management Organisation and Employment Strategy presents a text on organising and managing work It covers human resource management business objectives and strategy

**The Human Side of Leadership** Rick Ginsberg,Timothy Gray Davies,2007-07-30 Despite the ubiquitous nature of emotions as part of the human psyche the emotional side of leadership is largely ignored in formal and informal training of managers often resulting in miscommunication and contributing to stress in the workplace Though concepts such as emotional intelligence have entered the mainstream they are often marginalized in managerial practice This book argues that without acknowledging the powerful influence of emotions your own as well as others managers are doomed to fail in their interactions with employees peers and bosses and ultimately in their ability to manage and lead effectively Ginsberg and Davies draw from primary research including interviews with managers in a variety of settings to introduce readers to the emotional side of leadership and demonstrate its positive effects on individual and organizational performance They present practical tools for honing emotional navigation skills and applying them toward decision making problem solving communication feedback and performance improvement Any management decision that involves people in other words any management decision has an emotional component Given the ubiquitous nature of emotions as part of the human psyche one would expect leaders and managers to be well trained and equipped to deal with emotions in the workplace On the contrary the emotional side of being a leader is largely ignored in formal and informal training programs often resulting in miscommunication between managers and their employees and contributing to workplace stress Though concepts such as emotional intelligence have entered the mainstream systematic development of skills in managing emotions in the workplace have yet to emerge and are often relegated to the touchy feely end of the spectrum This book argues that without

acknowledging the powerful influence of emotions their own as well as others managers are doomed to fail in their interactions with employees peers and bosses and ultimately in their ability to manage and lead effectively Ginsberg and Davies draw from primary research including interviews with managers in a variety of settings to introduce readers to the emotional side of leadership and demonstrate its positive effects on individual and organizational performance They present practical tools for honing emotional navigation skills and applying them toward decision making problem solving communication feedback and performance improvement

**Emotion Management in the Workplace** Sharon Bolton, 2005

The exciting new book explores the management of emotion in organizations and the emotion management skills organizational actors need to possess in order to achieve organizational objectives whilst also acknowledging the subjective experiences of its members The key strength of this sole authored text lies in its critical approach and labour process orientation It will appeal to students of organizational studies gender studies sociology and human resource management at undergraduate and postgraduate level

Emotional Intelligence Gill Hasson, 2024-11-05

Transform the way you see the world and the way the world sees you by effectively managing your emotions The happiest and most fulfilled people are not always the cleverest or most talented skilled or educated among us Instead those who can effectively manage feelings their own and those of the people around them frequently wear that crown And now more than ever emotional intelligence is the trait you need to develop to unlock your true potential In the newly revised second edition of Emotional Intelligence bestselling author of the Mindfulness Pocketbook and career coach Gill Hasson delivers yet another insightful roadmap to navigating and harnessing your emotions You ll learn to boost your productivity happiness calm and confidence as the author explains the startlingly straightforward fundamentals of our feelings You ll also discover how to boost your EQ emotional intelligence quotient to improve your personal and work lives manage conflict understand office politics deal with bullying and more Emotional Intelligence walks you through how to Manage anxiety and stress so they don t overwhelm you at work or at home Express yourself and your desires clearly and simply so you can get more of what you want Be more assertive so you can protect yourself and those you care about from mistreatment Emotional Intelligence remains the gold standard in effective self guided resources for improving your mental health and your life

## Reviewing **Managing Emotions At Work**: Unlocking the Spellbinding Force of Linguistics

In a fast-paced world fueled by information and interconnectivity, the spellbinding force of linguistics has acquired newfound prominence. Its capacity to evoke emotions, stimulate contemplation, and stimulate metamorphosis is actually astonishing. Within the pages of "**Managing Emotions At Work**," an enthralling opus penned by a highly acclaimed wordsmith, readers attempt an immersive expedition to unravel the intricate significance of language and its indelible imprint on our lives. Throughout this assessment, we shall delve to the book is central motifs, appraise its distinctive narrative style, and gauge its overarching influence on the minds of its readers.

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### **Managing Emotions At Work Introduction**

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