

HOW TO MAKE YOUR OWN EMOTIONAL CULTURE DECK

1. Download this PDF and take it to your local print shop or print it using your printer
2. Print the cards on A4 80GSM or heavier to create sturdier cards
3. Be as precise as possible when cutting the cards as they will be easier to handle later on
4. The step cards in this digital version of the deck are single-sided. The physical deck is two-sided –one side and one gold, so you have less cards in the pack.

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The Emotional Culture Deck

Designed by **riders&elephants**

www.theemotionalculturedeck.com

How to use the deck

You can use this deck in two ways with two different groups:

<p>01.</p> <p>WITH LEADERS</p> <p>Gather your leadership team and work together to define how you want your people to feel and not feel at work.</p> <p>Then explore how you need to act as leaders to help your people experience and avoid those desired and undesired feelings.</p>	<p>02.</p> <p>WITH EMPLOYEES</p> <p>Gather your employees and find out from them what they want to feel and not feel at work.</p> <p>Discover your people's motivations and desires. Then help them explore how they need to behave to reinforce their desired feelings and avoid their undesired feelings.</p>
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Step-by-Step

There are nine steps to follow. You will complete some steps solo, and other steps as a group. Work through each step one by one. Carefully read the instructions on each step card before moving to the next.

<p>01.</p> <p>FOR LEADERS</p> <p>Layout and follow the two-tone pink & grey steps 1-9 cards.</p>	<p>02.</p> <p>FOR EMPLOYEES</p> <p>Layout and follow the two-tone gold & grey steps 1-9 cards.</p>
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Step 01.

As a leader, ask yourself the following question:

How do we want our people to feel at work?

FOR LEADERS

Step 02.

Individually sort the black cards in your deck into two categories:

<p>It's important our people feel this</p>	<p>Our success relies on people feeling this</p>
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FOR LEADERS

FOR LEADERS

It's important our people feel this

FOR LEADERS

FOR LEADERS

Our success relies on our people feeling this

FOR LEADERS

Step 03.

Individually reduce your 'Our success relies on people feeling this' cards down to your top 5.

Our success relies on our people feeling this

These are the top five things you want your people to feel at work

FOR LEADERS

We absolutely don't want our people to feel this

It's important our people don't feel this

(but they might from time-to-time)

Step 05.

Individually sort the white cards in your deck into two categories:

It's important our people don't feel this

We absolutely don't want our people to feel this

Step 04.

PART ONE: As a group share your top five 'Our success...' cards and discuss why you want our people to feel this way.

PART TWO: As a group reduce all your 'Our success relies on our people feeling' cards down to the top five.

At the end of this step you should have a final list of the five desired feelings you want people to experience at work

Step 09.

Individually complete the following exercises for each of the collective top five undesired feelings (white cards) and share your answers:

1. I know our people are feeling (insert feeling) if I see or hear...
2. To help our people manage and cope when they feel (insert feeling) we will need to...
3. Our people will feel (insert feeling) if we...

Finish each sentence above as many times as possible

Step 08.

Individually complete the following exercises for each of the collective top five desired feelings (black cards) and share your answers:

1. I know our people are feeling (insert feeling) if I see or hear...
2. To help our people feel (insert feeling) I will need to...
3. Our people will not feel (insert feeling) if we...

Finish each sentence above as many times as possible

Step 07.

PART ONE: As a group share your top five 'We absolutely don't want...' cards and discuss why you don't want people to feel this way.

PART TWO: As a group reduce all your 'We absolutely don't want...' cards down to the collective top 5.

At the end of this step you should have a final list of five undesired feelings you don't want people to experience at work

Step 06.

Individually reduce your 'We absolutely don't want people to feel this' cards to your top five.

We absolutely don't want people to feel this

These are the top five things you don't want our people to feel

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FOR EMPLOYEES

My success relies on feeling this

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FOR EMPLOYEES

I don't feel this

FOR EMPLOYEES

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FOR EMPLOYEES

It's important I feel this

FOR EMPLOYEES

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Step 05.

Individually sort the white cards in your deck into two categories:

I don't feel this

I don't want to feel this
(but I might from time to time)

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Step 02.

Individually sort the black cards in your deck into two categories:

It's important I feel this

My success relies on feeling this

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Step 04.

As a group share your top five 'My success...' cards with the group and share why you want to feel this way.

Use this sentence to guide how you share why you want to feel this way:

"I want to feel this because..."

FOR EMPLOYEES

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Step 01.

As an employee, ask yourself the following question:

How do I want to feel at work?

FOR EMPLOYEES

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Step 03.

Individually reduce your 'My success relies on feeling this' cards down to your top 5.

My success relies on feeling this

These are the top five things you want to feel at work

FOR EMPLOYEES

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FOR EMPLOYEES

I don't want to feel this

(but I might from time-to-time)

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Step 06.

Individually reduce your *'I don't want to feel this but I might'* cards down to your top five.

I don't want to feel this
(but I might from time-to-time)

These are the top five things you don't want to feel

FOR EMPLOYEES

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Step 07.

Share your top five *'I don't want...'* cards and discuss why you chose these undesired feelings.

Use this sentence to guide how you share why you don't want to feel this way.

"I don't want to feel this because..."

FOR EMPLOYEES

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Step 08.

Individually complete the following exercises for each of your top five desired feelings (black cards) and share your answers:

1. I feel (insert feeling) when...
2. I will feel more (insert feeling) if...
3. I will not feel (insert feeling) if...

Finish each sentence above as many times as possible

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Step 09.

Individually complete the following exercises for each of your top five undesired feelings (white cards) and share your answers:

1. I feel (insert feeling) when...
2. I will feel less (insert feeling) if...
3. I know others are feeling (insert feeling) if I see...

Finish each sentence above as many times as possible

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Step-by-Step

There are nine steps to follow. You will complete some steps solo, and other steps as a group. Work through each step one by one. Carefully read the instructions on each step card before moving to the next.

Steps 1-9

Layout and follow the two-tone pink & grey steps 1-9 cards.

02.

FOR EMPLOYEES

Steps 1-9

Layout and follow the two-tone gold & grey steps 1-9 cards.

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Why emotion matters

Most organisations and leaders don't pay enough attention to how employees are or should be feeling. They underestimate how central emotions are to building the right culture and employee experiences.

Positive feelings influence satisfaction, connection, motivation, and engagement. They're associated with productivity, performance, and quality. Negative feelings usually lead to negative outcomes, poor performance, and high turnover.

Behavioural science tells us that emotion drives our behaviour. So when you understand and influence how your people feel, you can understand and influence their behaviour.

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DISHEARTENED

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UNCERTAIN

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BLOCKED

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DIMINISHED

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STUCK

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ALONE

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UNCARING

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INCAPABLE

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OVERWHELMED

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ENERGISED

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SUPPORTED

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INSPIRED

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AT EASE

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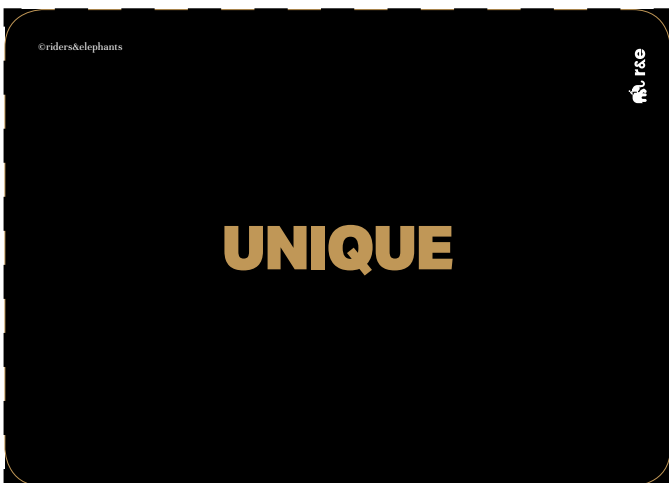
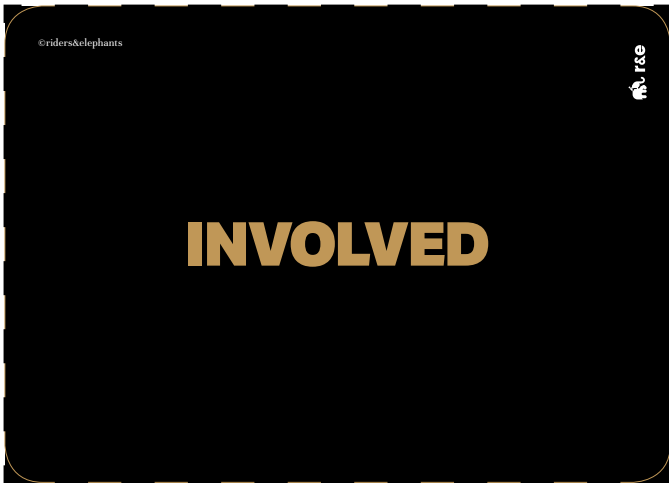
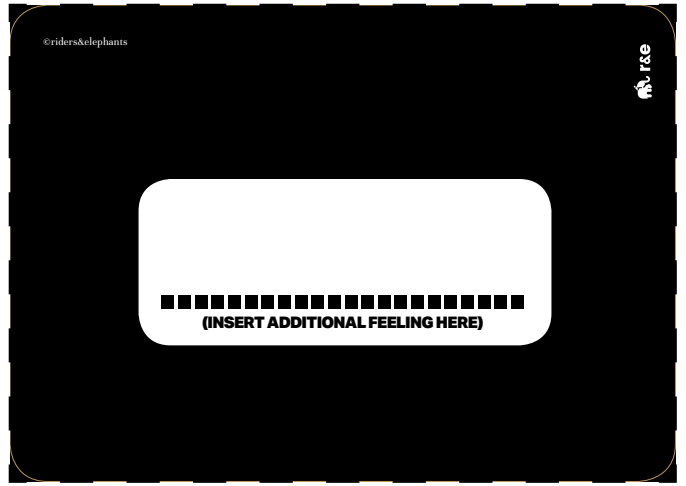
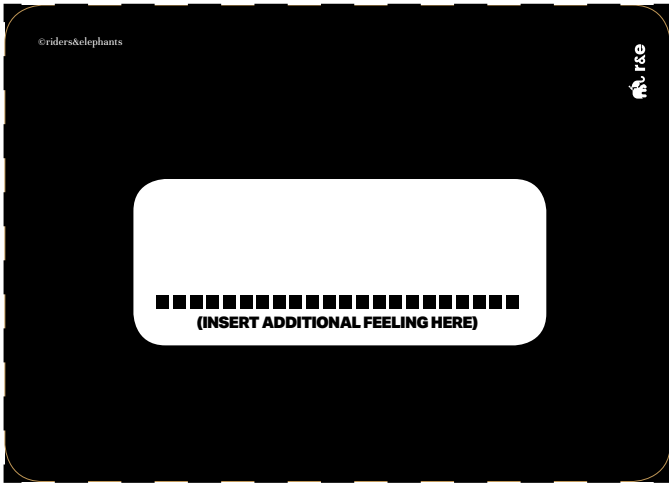


DARING

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ENCOURAGED



**FOR THIS TO WORK PROPERLY,
YOU NEED AS MANY DECKS AS
PEOPLE IN THE ROOM. WHEN
EVERYONE HAS THEIR OWN
DECK, WE REMOVE GROUP
THINK AND ALLOW FOR
DIFFERENT WORKING STYLES.
THE MAGIC HAPPENS WHEN
YOU SEE EVERYONE'S CARDS
LAID OUT IN FRONT OF YOU!**

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