Let the peace that Christ gives control your thinking because you were all called together in one body to have peace. Always be thankful. Colossians 3:1
DISCLAIMER

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- THIS MATERIAL CONTAIN HEREIN SHOULD NOT BE TREATED AS A SUBSTITUTE FOR THE MEDICAL ADVICE OF YOUR OWN DOCTOR. ALWAYS CONSULT YOUR PERSONAL HEALTH CARE AND LEGAL PROFESSIONALS.
The first step to conquering stress is to develop a personal awareness of who you are and how you handle your feelings and how you express yourself. You cannot manage another person’s emotions until you learn how to control your own emotions. We will talk briefly about Emotional Intelligence Quota. That involves how you can manage another person’s emotions as well as your own. Due to workplace stress and acts of aggression, being highly skilled in Emotional Intelligence and having a high quota is extremely important to current employers as well as your other skills.

I often get asked “What is stress?” and my favorite, “What’s the definition of stress?” That last one is usually asked by someone who likes to figure things out. If they can just get a solid scientific definition of stress, they will be able to figure it out. Whenever I get asked these questions about “What is stress?”, I usually don’t answer them, instead I ask a question of my own. One which I have found very reliable in helping someone determine if they are stressed or not.

WHEN WAS THE LAST TIME THAT YOU HAD FUN?
ANSWER TO “WHAT IS STRESS?”.

- Think about your answer to that question for yourself.
- If your memory of fun is recent the chances are you are not highly stressed.
- Responses I get vary. Some people immediately smile and begin to tell me about some exciting adventure or some hilarious recent episode in their life and while speaking do not appear at all under stress.
- Others have to think about it for a while before remembering an event.
- If it takes a while to remember the last fun you had, chances are you may be experiencing mild symptoms of stress.
ANSWER TO “WHAT IS STRESS?”.

In a Nutshell

With our busy schedules it might be difficult to find time to think about who we are, our strengths and weaknesses, our drives and personalities, our habits and values. Besides, many of us just aren’t inclined to spend much time on self-reflection. Even when personal feedback is presented to us, we’re not always open to it, because honest feedback isn’t always flattering. Consequently, many of us have a pretty low level of self-awareness. That’s unfortunate, because self-awareness is an essential first step toward maximizing management skills. Self-awareness can improve our judgment and help us identify opportunities for professional development and personal growth.
Developing intuitive decision-making skills. Leaders with well-developed emotional self-awareness are more effective intuitive decision makers. In complex situations, intuitive decision makers process large amounts of sometimes unstructured and ambiguous data, and they choose a course of action based on a "gut feeling" or a "sense" of what's best. This type of decision making is becoming more important for managers as the rate of change and the levels of uncertainty and complexity in their competitive environments increase. Managers who are highly emotionally self-aware are better able to read their "gut feelings" and use them to guide decisions.

Stress. Jobs that don't suit your personality tend to give you more stress than jobs that are more compatible. This is not to say that you should never take a job that conflicts with your personality. However, be aware that you will need to work extra hard to develop the skills for that job, and there are jobs that would be less stressful for you.
Your responsibility...

- It is your responsibility to take care of yourself - to protect yourself when it is necessary.
- Learning how to set boundaries is being a friend to yourself.
Set boundaries and assert self without changing the core relationship with yourself.

The little child within us does not feel worthy, feels defective and shameful, and is terrified of setting boundaries for fear everyone will leave.
Step 1

- Communicate without blaming.
- Stop thinking you have power over other people’s feelings.
- Stop thinking others have control over your feelings.
- Start seeing yourself as separate—develop autonym.
- Take power away from toxic shame. *This is a shame that has been passed down from generation to generation.*
Set a boundary between being and behavior.

- Our behavior is learned (and/or reactive to physical or physiological conditions).
- Behavior and the attitudes that dictate behavior are adopted defenses designed to allow us to survive hostile, emotionally, repressive, dysfunctional environments into which we were born.
Formula for honest communication.

- When you....
- I feel.....
- I want......
- Since I am powerless over you, I will take this action to protect myself if you behave in this way.

I feel worthless when I am talking with you and your face is turned away from me and I want you to acknowledge that I am speaking to you.
Meet Your Amygdala

π Your brain’s early warning system

YOUR FEAR—

I’LL LOOSE CONTROL.

THESE NEW MESSAGES MAY BE FRIGHTENING, OR EVEN IMPOSSIBLE AT FIRST. HANG IN THERE.
### CHANGING Old Messages TO New Messages

<table>
<thead>
<tr>
<th>Old Messages</th>
<th>New Messages</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>This is just the way I am.</strong></td>
<td>I always have choices about my own behavior, language &amp; attitudes.</td>
</tr>
<tr>
<td><strong>My house, my rules.</strong></td>
<td>We all live here together. While I may have the final say in a lot of situations, your needs and feelings always matter.</td>
</tr>
</tbody>
</table>
Boundaries that kept shifting—shifting sand

Illusion of Control—Your control typically diminishes because you begin having looso-goosey boundaries. Making boundaries in a healthy way is setting the boundary and letting go of the outcome. You are not manipulating, you are protecting yourself and taking responsibility for your life.
You may feel these boundaries are intrusive.

You are drawing lines where non existed before and you may find yourself in a game of “catching up”, while needing to re-examine, re-establish and re-assert your own values.
One of the greatest obstacles to establish an effective boundary is a nasty habit called ‘all-or-nothing thinking’ Sometimes called black & white thinking...
All-or-nothing thinking

Brings up power issues. This type thinking will not allow for another person to function in your set boundaries without disempowering the other person’s safety and responsibility.
What is the limit for setting boundaries?

The limit on a healthy boundary is making a choice on the limit to keep you safe, set-up your responsibility in the relationship, and communicating the consequences clearly.
MY WAY OR THE HIGHWAY IS THE BULLDOZER VERSION OF BOUNDARY-SETTING. BULLDOZERS APPEAR TO TAKE CARE OF THEMSELVES, BUT THEIR VERSION OF SELF-CARE DOES NOT TAKE OTHER PEOPLE’S NEEDS INTO CONSIDERATION.
They are agreeable, nice and fine. Until their resentment builds up to one nasty tolerance break, which can make the meanest Bulldozer look pretty tame. Doormats are terribly accommodating, but do so at the expense of their own needs.
OLD MESSAGES WILL NEED TO BE REPLACED WITH NEW MESSAGES

A new belief system will need to be established within yourself. A belief system that will support self-care and boundary-setting. Your relationship is experiencing stress with the old messages. There is a better way.
Options Available with All-Or-Nothing Thinking

- All-or-nothing Thinking
- Alternative

<table>
<thead>
<tr>
<th>Behavior</th>
<th>Rebellious/disobedient</th>
<th>Compliant/obedient</th>
<th>Cooperative</th>
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</thead>
<tbody>
<tr>
<td>Description</td>
<td>Self-Centered</td>
<td>Self-abandoning</td>
<td>Self-caring</td>
</tr>
<tr>
<td>Focus</td>
<td>My Needs</td>
<td>Your Needs</td>
<td>My Needs and yours</td>
</tr>
<tr>
<td>Goal</td>
<td>My Way Power Being alone</td>
<td>Avoiding Conflict and abandonment Approval.</td>
<td>Getting what I want with a minimum of conflict and inconvenience for others.</td>
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</tbody>
</table>
Most of us have been taught certain things about how others should act. Think of some of the messages you have received.

<table>
<thead>
<tr>
<th>They should…</th>
<th>I should…</th>
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In what ways might these “shoulds” be interfering with setting your boundaries?
How Unhealthy Boundaries will show...

**LACK OF SENSE OF IDENTITY**

1. Lack of sense of own identity, boundaries of self that protect or define you as an individual.
2. Drawing identity and self worth from other people.
3. Unable to find fulfillment within yourself.
Setting for Second Best...

1. Clinging to irrational belief that things are good enough as they are.
2. Finding security in a relationship that is difficult and fearful.
3. Giving up the change to be the person that you were meant to be.
4. No reliable framework and no respect.
THE DIFFERENCE BETWEEN LOVE AND RESCUE...

- Individuals who grow up in dysfunctional family may fail to learn the difference between love and sympathy.
- 1. Rescuing the partner and allowing the abusive behavior to continue.
- 2. Feel that when you forgive that you are loving.
- 3. Giving up your own personal boundaries to in order to care for the dysfunction partner.
- 4. Playing rescuing and enabler and viewing self as helpless victim.
- No room for give and take—one controls
- and the other is needy and helpless.
Fantasy Vs. Reality

- Things will get better someday.
- I can change him/her.
- Love changes everything.

1. Portray to others that you have a perfect relationship.
2. Believe that you have a perfect relationship.
3. Ignore relationship problems.
4. You do not test or confront problems.
Emotional Honest

- We want friends that are allies. With alliances it is necessary to negotiate boundaries. We want a romantic relationship with a partner who will share our journey with us. Boundaries allow us to communicate our feelings and needs without the other person having to mind-read.
Problems from Not having feelings mirrored as in early childhood:

- If a child’s feelings is not properly mirrored, allowed, and process, he/she are likely shamed for having those feelings.
- The child as an adult will have a *weak sense of who they are*.
- Co-dependence: They will take on another’s sadness, happiness, fear and thinking. Their own identity is lost.
When emotions are violated as a child,

- We are ill-equipped as adults to deal with many issues.

- The chart shows issues that an individual needs to work through.
What are dissociate feelings?

- The first stage is not allowing yourself to have feelings.
- The last extreme case a person develops alter personalities in order to cope.
DEVELOPMENT OF EMOTIONAL BOUNDARIES

- The development of emotional boundaries and the development of self go hand in hand.
- Lack of the development of Emotional Needs scares so deeply that we cannot establish a healthy sense of self.
the problems created in childhood that gives adults problems.

- Shame Family toxic
- Hypercritical Child.
- Enmeshments
Romanticizing Parents

- Turn to their children of the opposite sex for intimacy and companionship.

- This is called surrogate spouse because the children are taking the place of the other spouse in meeting certain needs.

- Parents who are “best friends” or buddies”.

- The child is neglected and must learn to feed, clothe and make other decision as they grown up.
Critical/Abusive Parents

- These parents are hypercritical of their children.
- They are managing their children by intimidation.
- Statements are made to make the child feel like a failure.
- The child can never perform well enough.
- The child is used to release the parent’s anger and tension.
Toxic Shame

- Shame is when an emotional boundary has been violated.
- Feelings are visitors with a message. They are supposed to visit us, tell us a message, then they are supposed to go away.
- “Oh, come on in. I have a hidden room down inside. There’s a bunch of other guys, and you’ll be right at home.”
- Toxic Shame tells us we are a mistake and we are a defective unit.
- We increase the toxic shame by our constant “self-talk” in our mind.
- Healthy shame tells us that we made a mistake.
Cost from this baggage upon becoming an adult.

- Co-dependence
- Identity crisis
- Inability to deal with relationships
- Sense of guilt
- Inability to separate from parent (autonomy).
- Carries toxic Shame.
- Inability to take care of self.
HOW DO WE OVERCOME?
DEVELOP STRENGTHS:

LEARN TO DEVELOP:

- Autonomy
  - Living in the Now
- Empathy
- Awareness of Others' Emotions
- Awareness of Emotions
- Willing to Work on Past Baggage
- Improve Communication Skills
- Ability to Express Emotions
- Taking Ownership of Your Life.
KEY BENEFIT
FOR UNDERSTANDING YOUR FEELINGS

- Feelings determine the nature of our connection to other people,
- Ability to enter into a valid relationship with another person,
- Ability to set realistic goals,
- Ability to identify the needs of others,
- Ability to express your needs and feelings,
- Ability to set boundaries,
- Remember all kids are like little garage cans in dysfunctional families.

- Acknowledge past and live now!
FEELINGS—IDENTIFY, UNDERSTAND, MANAGE, ENJOY

<table>
<thead>
<tr>
<th>SHAMED, EMBARRASED, UNWORTHY, HUMILIATED</th>
<th>SAD-DISGUSTED-CONTEMPT</th>
<th>HAPPY-JOY-NAÏVE OF SITUATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>ANGRY, ANNOYED, SELF-HATE</td>
<td>AFRAID, DEVASTATED, SHATTERED</td>
<td>DESIRE, WANT, CRAVE</td>
</tr>
<tr>
<td>GUILTY, REGRETFUL, SORRY</td>
<td>FORESAKEN, LONELY, ISOLATED</td>
<td></td>
</tr>
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Reaction Process.....

THOUGHT

FEELING

BEHAVIOR
What breaks the cycle?

- Stop or Control Thinking
  - Aware of Emotions
  - Feelings First? Go Back and Control Thoughts
  - EXPRESS GUILT IN A SAFE WAY!
Lost awareness of your and other’s boundaries creates:

- Enmeshment of emotions which causes an individual huge problems.
- In marriage, that is how a co-dependent defines intimacy.
- When in an abusive situation, we are preoccupied with survival.
- Our survival technique is to shut down emotionally (frozen feelings).
Why would Employers think Emotional Intelligence Quota is important?

- 1. Can you defuse your aggressive emotions?
- 2. Can you defuse a co-worker?
- 3. Are you a team worker?
- 4. Can you control your emotions for greater production?

Finding such an individual means more profit for the Employer.
What does Emotional Intelligence Quota do?

- It will motivate you.
- Increases your productivity.
- Be able to retain information and learn information more effectively.
- Live a more content life.
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Key Ingredients for understanding EIQ

1. Confidence
2. Curiosity
3. Intentionality
4. Self-control
5. Relatedness
6. Capacity to communicate
7. Ability to cooperate
EIQ encompasses 5 characteristics and abilities.

1. Self-awareness—knowing your emotions, recognizing feelings as they occur, and discriminating between them.

2. Mood management—handling feelings so they are relevant to the current situation and you react appropriately.

3. Self-motivation—”gathering up” your feelings and directing yourself towards a goal, despite self-doubt, inertia, and impulsiveness.

4. Empathy—recognizing feelings in others and turning into their verbal and nonverbal cues.

5. Managing relationships—handling interpersonal interaction, conflict resolution and negotiations.
 Assertive vs. passive behavior

If your style is passive, you may seem to be shy or overly easygoing. You may routinely say things such as, "I'll just go with whatever the group decides." You tend to avoid conflict. Why is that a problem? Because the message you're sending is that your thoughts and feelings aren't as important as those of other people. In essence, when you're too passive, you give others the license to disregard your wants and needs.
Consider this example: You say yes when a colleague asks you to take over a project, even though your plate is full and the extra works means you'll have to work overtime and miss your daughter's soccer game. Your intention may be to keep the peace. But always saying yes can poison your relationships. And worse, it may cause you internal conflict because your needs and those of your family always come second.

The internal conflict that can be created by passive behavior can lead to:

- Stress
- Resentment
- Seething anger
- Feelings of victimization
- Desire to exact revenge
Powerlessness (continued)

A Portrait of Feelings

Powerlessness can creep into how you feel about yourself. If you were painting a self-portrait of inner feelings today, how would it look? Do you go to bed at night or wake up in the morning with feelings of sadness or shame or grief? What about the things you wanted to accomplish long ago that still remain undone? What feelings are left inside you when your actions go against what you know is right?

Use the space below to share the way you really feel about yourself today. Use these lines to paint with your words a self-portrait of feelings.

________________________________________________________________________
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