

IMPORTANCE OF EMOTIONAL CLIMATE IN EVERYDAY LIVING

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What is an Emotional Climate?

- An emotional climate is *not* the emotions that each person feels when involved in an everyday experience, but the emotion that surrounds people in the environment where the experience is taking place. The emotional climate is the “ether” enveloping any given experience (Ryan, 2006). This overriding emotion can dramatically affect how people feel, leading to how they resolve problems with each other.



Forming a Functional Emotional Climate



**Observe
Emotional
Climate**

**Pro-
Active In
Emotional
Climate**

**Appreciate
the
Emotional
Climate**

**Reinforce
Functional
Emotional
Climate**





Forming a Dysfunctional Emotional Climate

**Observe
Emotional
Climate**

**Re-
Active in
the
Emotional
Climate**

**Disrupte
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Emotion
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Climate**

**Consumed
by
Dysfunction
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Emotional
Climate**



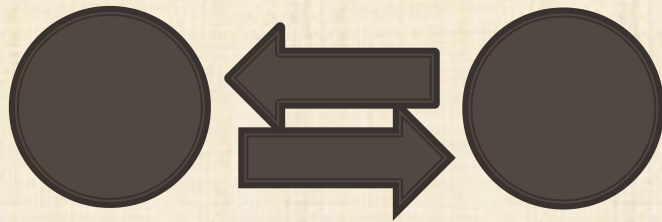
Part 1: The Development of Negative Emotional Climates



- **Anger**
- **Guilt**
- **Egotism**
- **Jealousy**
- **Resentment**

Conflict Style that Leads to a Climate of Anger (Ladd, 2007)

▪ Back and Forth Conflict Style



- The harder you try to solve the problem, the worse the problem gets
- The back and forth may reduce an effort to solve problems
- No matter what the problem, the same back and forth style is used to solve other problems
- This style, many times, will cause a standoff where people leave more angry



Climate of Anger Living

in Everyday



Climate of Anger: Skills

Find out what is viewed as unreasonable

Use the skill of *pacing* to lower stress

Help people attack problems not people

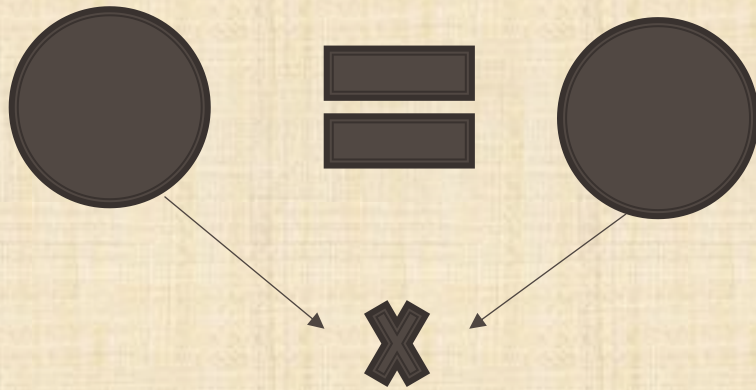
Get distance before problem solving

Get closure so reason can return



Conflict Style that Leads to a Climate of Guilt (Ladd, 2007)

▪ Find Someone to Blame Conflict Style



- People stop talking about their problems by focusing on outside problems
- By focusing on outside problems, they avoid facing their problems
- They feel better about themselves by attacking outside problems
- By avoiding their problems while attacking outside problems, their problems are hidden and can get worse.



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Climate of Guilt

in Everyday Living



Climate of Guilt: Skills

Be specific about what you have done wrong

Watch out for I did something wrong to I do things wrong

Watch out for I do things wrong to I am wrong

Accept yourself and stop looking for confirmation

Be self aware and do not compare



Conflict Style that Leads to a Climate of Egotism (Ladd, 2007)

Using an Avoidance Conflict Style



- Avoiding conflict caused by a climate of egotism can lead to problems accumulating, where it becomes difficult to solve an accumulation of problems.
- Filtering out the egotist while dealing with other conflicts gives the relationship more stability, until the filters break down and then chaos can occur.
- This style fits well with guilty and resentful people. These emotions may dictate what people can talk about.
- This conflict resolution style can lead to hidden agendas where people keep secrets.

**EGOTISM IS THE
ANESTHETIC THAT
DULLS THE PAIN OF
STUPIDITY**

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Climate of Egotism

in Everyday Living



Climate of Egotism: Skills

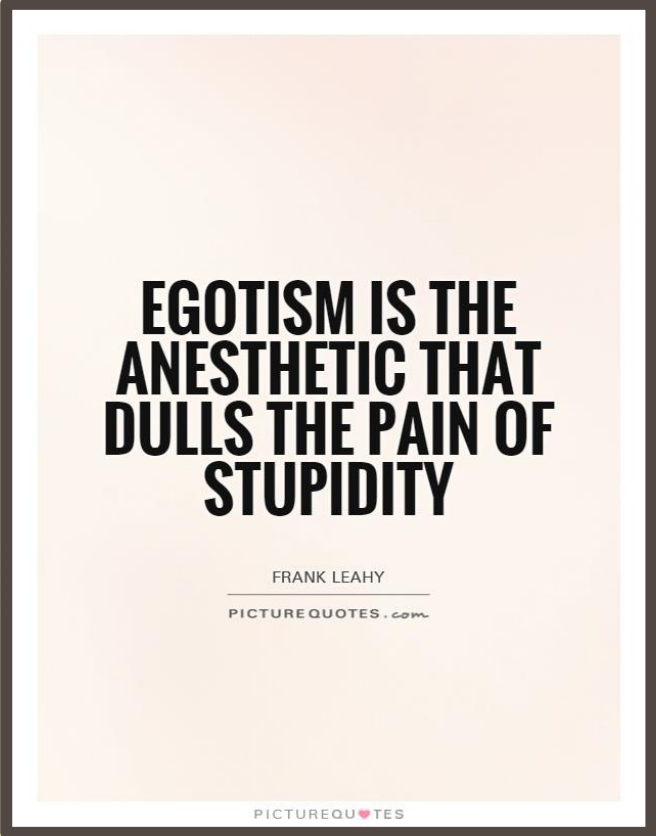
Never argue with an egotist. There need to be right is most important to them.

Be highly descriptive and do not explain yourself

Use the “broken record technique” when egotists defend their position at all costs

Welcome egotists into the group even though they may be obnoxious people

Remember how inflexible egotists can be when dealing with others.



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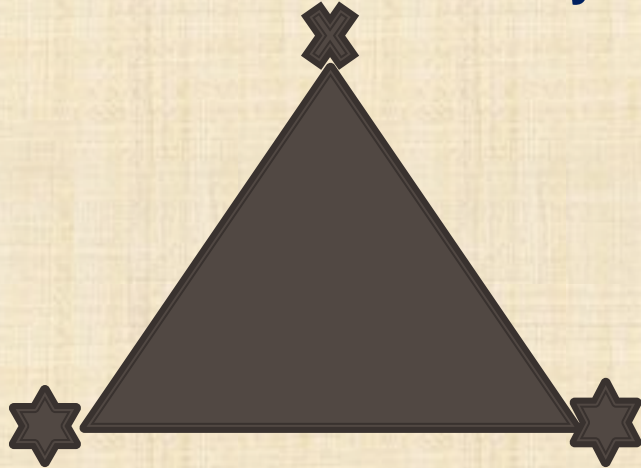
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Conflict Styles that Leads to a Climate of Resentment (Ladd, 2007)

■ Forming an Alliance Conflict Style:



- Forming an alliance with another person against another person or people buffers direct confrontation at the expense of directly solving problems.
- These form of triangles can lead the odd person out to form their own triangles against you, leading to a web of triangles.
- Resentment can develop in these alliances where you gossip about the other person instead of solving problems directly
- Forming alliance can give an outside party power of the relationship.



Climate of Resentment

in Everyday Living



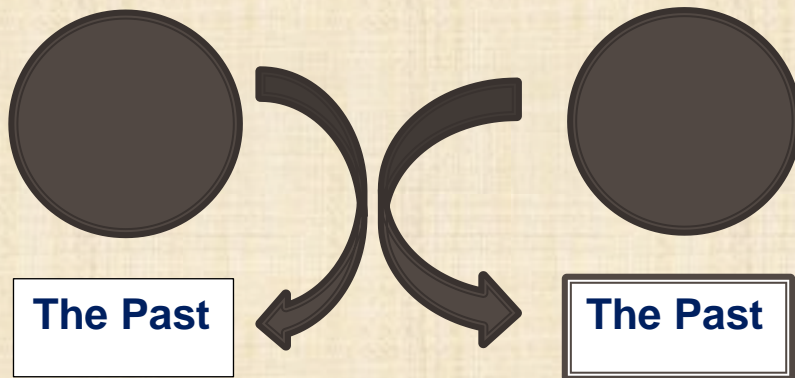
Climate of Resentment: Skills

- Frustration stems from buried anger. Find out where the anger originated.
- Develop options to un-stick the frustration
- Challenge person to get their frustration to the surface
- Talk directly to people to avoid gossip and innuendo
- Empower people to avoid victimization



Conflict Styles that Leads to a Climate of Jealousy (Ladd, 2007)

▪ Using the Past Conflict Style



- Using the past can complicate present problems.
- Using the past sends the message that conflicts are ongoing and will never end.
- Using the past to solve problems freezes people in time where they make judgements based on previous judgements.
- Using the past says you rather win than solve present problems.



**Climate of Resentment
Everyday Living**

in

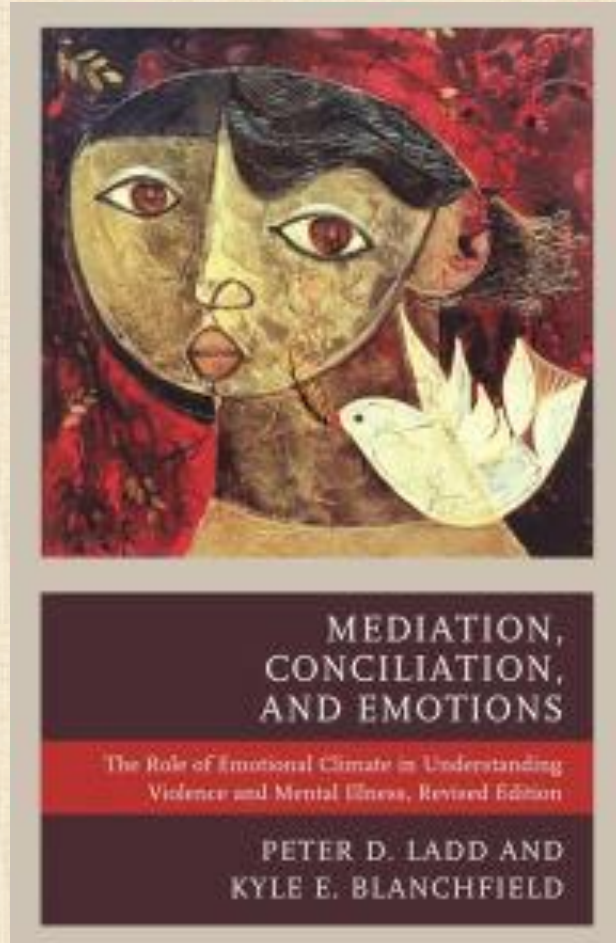


Skills for Reducing an Emotional Climate of Jealousy

- Look for what a person may be afraid of losing: control, another person, time, etc.
- Find out what the person's warning signals may be to avoid more serious jealousy
- Watch for counter claims when jealous people put in their claims
- Remember the use of force, many times, seems justified to jealous people
- Explain how being afraid of losing something may cause, actually losing something



Part 2: The Development of Positive Emotional Climates



- Empowerment
- Assertiveness
- Common Ground
- Generosity
- Humor
- Critical Thinking
- Trust

Personal Style that Leads to a Functional Emotional Climate

Empowerment

- Empowerment in a climate of emotions is **not** about people giving others power by creating different levels of power for “power brokers”. In some ways, this can lead to an imbalance of power through jealousy, resentment and people protecting their turf. Empowerment is creating an atmosphere where people feel that they can empower themselves. The question is, “How do I as a human being empower others and still get the growth and change?”

(Blanchfield & Ladd, 2013)



Personal Style that Leads to a Functional Emotional Climate

Assertiveness

- Assertiveness is expressing yourself through clear communication of your point of view. It also includes respecting the rights of others while knowing what you have said has an impact on them. Being assertive is not only about what is said but how you say it. The question you may want to ask yourself is, “Am I assertive without being, passive, aggressive or passive-aggressive?” It is direct communication without personal conflict connected to it.



Personal Style that Leads to a Functional Emotional Climate

Common Ground

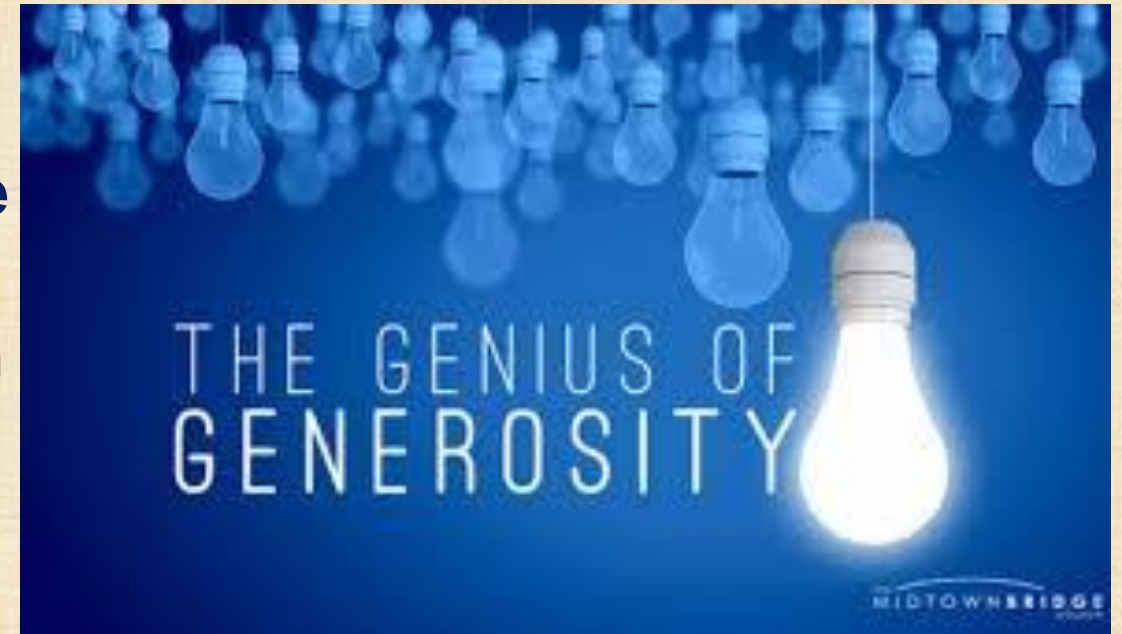
- **Finding common ground reduces the distance between people who are in conflict with each other. The more common ground in the climate, the less distance between the people. The big question is, “How do I reduce the distance between people and establish common ground?” It may be as simple as checking in with each other on a daily basis. It may be more important to find out what you have in common than to constantly focus on your differences.** (Blanchfield, Blanchfield & Ladd, 2007)



Personal Style that Leads to a Functional Emotional Climate

Generosity

- **By sharing ideas, opinions, and differing points of view, people not only allow for conflicting opinions, but also for a climate of generosity to form within the group. Even when people agree to disagree, it is amazing how that is viewed as an act of generosity. People do not seem as self-centered when they are open to criticism. The lack of generosity has the opposite effect. When people are not open or accessible to others, their points of view begin to lose credibility. How open are you to being generous about other people's points of view?**



Personal Style that Leads to a Functional Emotional Climate

Humor

- Humor can make an everyday setting more relaxed, manageable, enjoyable and interesting. Humor has a remarkable way of reducing stress in people and communities. It also can reduce power imbalances between people while creating friendships. Functional people recognize humor as a valuable ingredient in spreading a climate of good will across a group. How do you go about making the climate in everyday living more enjoyable? (Blanchfield & Ladd, 2013)



Personal Style that Leads to a Functional Emotional Climate

Critical Thinking

Checked Beliefs vs. Unchecked Beliefs

Broad Viewpoint vs. Narrow Viewpoint

Accurate Thinking vs. Uninformed Thinking

Calculated Decisions vs. Random Decisions

Proactive Behavior vs. Reactive Behavior

(Ladd, 2009)



Personal Style that Leads to a Functional Emotional Climate

Trust

The Need to Reach Out

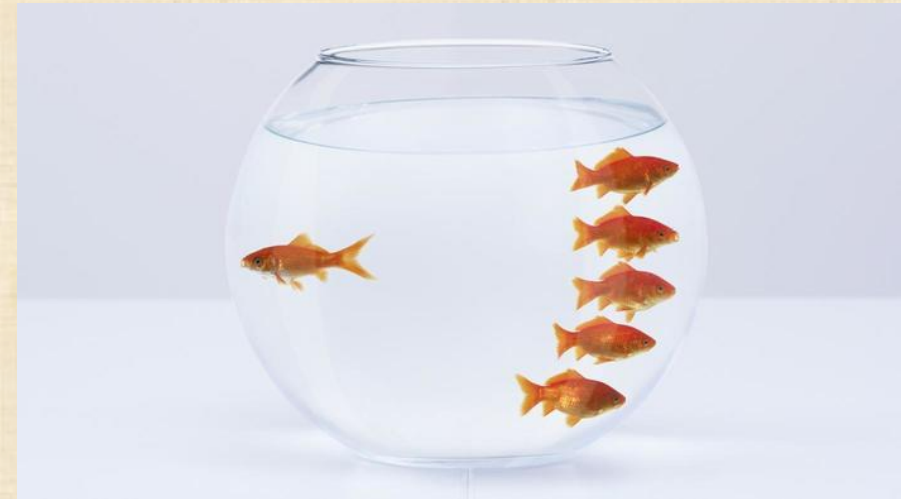
Being Dependable

Sharing Intentions

Creating Confidence

Being Genuine

Sense of Loyalty



(Blanchfield & Ladd, 2013)

Open Forum

Here is a chance to talk about maintaining a **Functional Emotional Climate**.



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