



Co-Hosts: Dr. Daphne Scott and Dr. Katie Hendricks
Episode 026: Your Feelings at Work
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Daphne Scott: Welcome to the Super Fantastic Leadership Show podcast with Daphne Scott and...

Katie Hendricks: Katie Hendricks!

Daphne: This is *the* podcast devoted to supporting you in leading at the highest levels of effectiveness with the greatest levels of fun. I was laughing right when I hit the record button, because Katie had said she was going to surprise me with something on the show.

Katie: Yep! Yep, I have a surprise for you, but of course I can't tell you, because it's a surprise.

Daphne: It's a surprise. Well, I love being surprised, so this sort of fits in with feelings, I guess.

Katie: Of course!

Daphne: Right? A surprised feeling, feeling surprised?

Katie: Some people call surprise a feeling!

Daphne: Yeah, some people call it a feeling. Guess what we're talking about today? We're talking about feelings again on the show!

Katie: Feelings at work.

Daphne: Yes. Feelings at work, which is very different. As all of our friends out there have been listening to our shows and following us... By the way, thank you so much for listening too. We've talked about feelings a lot. We talked about emotional intelligence, and then we talked about emotional something-or-other.

The word I was looking for just escaped me. But we've touched on this on many episodes, and on one of our episodes, right as we were finishing, Katie had said something about talking about how to be with your feelings at work. We've touched on this a little bit, but today we really wanted to give some really direct attention to feelings and what it's like to be with our feelings in the workplace, right?

Think about someone crying in your office and those types of expression. We're going to look at a couple of questions. We've untangled this a little bit on our other episodes. "Are feelings good or bad? What are our fears about feelings at work?" We're really excited to be with you all on this topic today, and I guess we'll give a little appreciation first, or do we want to riff a little bit?

Katie: Yes, let's do that.

Daphne: So do we riff a little bit about our topic or just get into our appreciation? What do you feel like?

Katie: Let's do our appreciation, and then we'll just jump into it, because once we jump in we're going to be floating along.

Daphne: Yeah, that'll be it. All right, so yeah. I really want to appreciate my partner, Kathy, who I've appreciated before on the show. It doesn't mean I can't appreciate her again.

Katie: You haven't used them all up?

Daphne: No, I have not used up all of my appreciations for her. I really wanted to appreciate her. She was on the top of my mind today, and I want to appreciate her specifically for the patience and support she has shown to me over the past six weeks as I've been on-boarding this new program at UPenn and doing my work. She has just taken care of so many little details, and that has just really allowed me to be in my zone, if you will.

Katie: Mmm. Yeah.

Daphne: Yeah. Kathy, I just want to appreciate you.

Katie: Yay, Kathy!

Daphne: Yes.

Katie: Yes. I've seen just a little bit of how Kathy can weave the elements of harmony and balance and support all while being just in such a good mood!

Daphne: Yeah! Yeah, she's just so easy, isn't she?

Katie: Yes, just so easy. She kind of defines flow. Yes, I really concur with your appreciation of Kathy. Thank you!

Daphne: Thank you! Thank you. Any appreciations for you, Katie?

Katie: Yeah, it's interesting that you would appreciate Kathy today, because I was thinking about our administrative director who has been with us for a little bit over a year now. I am particularly appreciating her welcoming inclusiveness.

Daphne: Mmm.

Katie: She just has this turning-toward-and-opening-to "Oh, Okay. Hmm, what's this? All right. Yes. I see." She just moves right in to it, and I so appreciate how you, Margaret (if you're listening), really provide such a wonderful gateway for people to join in all of the fun we're engaged in and inviting people into the community. So that's my appreciation.

Daphne: Aww, that's a wonderful appreciation. Wonderful. Well, so appreciation is a feeling. Let's talk about our feelings. I want to talk about my feelings.

Katie: I was thinking of *Sesame Street*. "Now let's talk about our feelings!"

Daphne: "Let's talk about feelings!" Yeah, "Let's talk about it to kids, but we don't talk about it as adults," right? You only get a small dose of it.

Katie: Yes, right. Because we're not supposed to feel anymore. We're supposed to have them under control.

Daphne: Right, right, right. Okay, we're going to do our lead-in in this episode, but this is sort of a how-to, right? We're going to talk about that. As I said, we've talked about emotional contagion and emotional intelligence before. I want to dive deeper on it, Katie.

Katie: Great!

Daphne: Yeah, and get more into sort of taking our invitations to mastery to the next level, right?

Katie: I agree. I think it's one thing to just put your toe in the water, but now we're just going to really dive in.

Daphne: Yeah, we're diving in. We know our friends out there are ready to dive in. Again, I want to make a distinction here between what we mean (I know we do share the same definition because I probably learned it from you, so there you go) when we talk about feelings (I think this is really important), that feelings are an energy, if you will...

Another way to think of that is that they're sensations that occur in and on our bodies. Now most people, when they talk about feelings, think of the label. I think labeling is important, and I want to talk about that too. But they think (I'm just using the word *think*) it's more from the head, right?

Katie: Yeah.

Daphne: We've talked about this as well. People are like, "I am angry." Well, you might be experiencing the emotion of anger, right?

Katie: Yeah.

Daphne: But I think this is just such an important distinction to make before we embark on this deeper conversation on feelings, because we use our words and we use our minds to express what's happening in our experiences, but our feelings are actually just sensations that are occurring in our bodies. You can add to that, Katie, and say what you think about that definition.

Katie: Yeah. Thanks, Daphne. As you were speaking, I was feeling inside myself many different distinctions, but one of the big ones was the word *experiencing*.

Daphne: Yeah.

Katie: Do I give my attention to my sensations? Can I actually turn my attention toward my sensations? Can I rest my curious awareness on the sensations we call feelings? That's a whole skill.

Daphne: Yeah!

Katie: Then can I express what I have experienced in a way that makes sense, makes sense to me and connects with other people? People get those two skills really confused, and they don't really develop one or the other.

Daphne: Mm-hmm.

Katie: Most people have not developed the experience part of feelings.

Daphne: Yeah, and it's a learnable skill. That's really what we're going to be talking about today, right?

Katie: Yes.

Daphne: So yes, the experience part... Often we go right into our minds around our feelings, right?

Katie: Yeah. We start labeling it or, particularly, judging it.

Daphne: Yeah.

Katie: Uh-oh!

Daphne: Right. That's the bigger piece, I think: the judging, right? Like, "I shouldn't be sad. I shouldn't be angry. I shouldn't feel..."

Katie: "Oh, there you are being angry again. When are you going to get over that?"

Daphne: Right. Exactly. All the labels we put... "Why don't you just smile?" That's just the worst one.

Katie: "Don't be such a sadsack."

Daphne: Right. Exactly. Then let's talk about labels. Labels are helpful, right? They do have some utility, which is (in my world anyway, Katie) that they help me communicate what I may be experiencing.

Katie: Yes. Otherwise you'd be speaking in "California Weird."

Daphne: Yes.

Katie: "I had this thing happening yesterday. It made me feel a little off. God, it was weird! But I'm better today."

Daphne: Yeah, exactly. Right. "I just feel this kind of weirdness." Yeah, exactly. California Weird. I love that. You said it, not me. You live there, so you can say that.

Katie: I did say that. As a native Californian, I can say that.

Daphne: That's right. We want to use labels in a mindful way so we can communicate well, right? Here are the labels I want to talk about in terms of feelings: anger, fear, joy, sadness, and sex.

Katie: Whew!

Daphne: Whew, sex! What?

Katie: Sex at work? Whoa!

Daphne: Right, yeah. Sex. Now the other way you could talk about it is creative feelings, right? And sometimes it's sex, but we're going to talk about... I don't advocate people just running out the door and into their corporate environments going, "Here are the five feelings, and one of them is sex!" However, that being said, I think that when it's talked about in creative expression, Katie, having the conversation at some point really is helpful to stop weird things that are happening around sexual expression at work.

Katie: Oh, totally!

Daphne: That's just my two cents' worth.

Katie: Yeah.

Daphne: Okay.

Katie: Yeah. Let's be sure we get to that today.

Daphne: Okay. Let's make sure we do. All right. So we're talking about anger, fear, sadness, joy, and sex. The big three are anger, fear, and sadness. We touched on those a little bit on our episode about emotional intelligence, but the first thing I want to unravel here is this idea that any of those (especially anger, fear, and sadness, Katie) are negative.

Katie: Yes.

Daphne: I think most people ... People who are listening right now, feel into your bodies about where sadness comes through in your bodies and what the experience is and how quick we are to label that as bad. For example, specifically, I'll talk about when I experience sadness. There's a heaviness in my chest. I often feel my throat sort of gets a little clogged up, right?

Often there can be tears behind my eyes. But what is this with labeling that experience as bad? I think this is one of the things I really wanted to unravel, Katie, around how labeling in terms of what our experiences are is one thing, but tying on the label that any of those things are bad is just not helpful to us in being with our experiences.

Katie: I think that comes, again, out of fear.

Daphne: Yeah.

Katie: Most of us have not had experiences in our growing up or in our culture that feelings are welcome.

Daphne: Yeah.

Katie: Our culture still is an anti-feeling culture. It's definitely a head-y culture. Feelings are devalued. I have told people it would be like trying to go to work with one of your arms tied behind your back all day.

Daphne: Yeah!

Katie: That's how much of your resourcefulness you cut off when you cut off your feelings.

Daphne: Yeah.

Katie: Because our feelings are our inheritance... It's not just our feelings, like our emotions, but it's also our ability to notice how we react to our feelings and what they remind us of, images that come up, other experiences that might be wound up with the emotions. So it's our ability to kind of presence and witness our feelings that gives us access to thousands of years of all of the best stuff of being human.

Daphne: Yeah. Oh, that's the big piece of this whole thing, right? It's being human.

Katie: Yeah, it gives us our body wisdom. We would not have arrived here, you and I wouldn't be alive today, if somewhere in our past we hadn't had people who were emotionally savvy.

Daphne: Yeah. Absolutely. Absolutely. I just got caught in my own corn maze of thought. You said so many things that I don't know what to grab onto.

Katie: That can happen!

Daphne: It can happen. It can happen. Right, so we can understand the evolutionary necessity of feelings, right? These aren't a mistake, right? That's what I hear you saying. It isn't a mistake that we have feelings.

Katie: If this were just an evolutionary mistake that was going to evolve out of us, it would have.

Daphne: Yeah. Right. Exactly. So they're here, and now what we want to do is unravel a little bit... Another myth around feelings, Katie, is that if I feel what I'm feeling (I think this is a really key piece) all the way through, I'll go crazy. I'll ride off the rails, right?

Katie: Right, because we forget that feelings... This ties back into the idea of positive and negative emotions.

Daphne: Yes.

Katie: There is no such thing as a negative emotion. That's a way of trying to control and judge ourselves.

Daphne: Yes.

Katie: There's simply flow or no flow.

Daphne: Mm-hmm!

Katie: When you open to your feelings, you get more flow. You experience more vitality. You experience more aliveness. You're more engaged in life. You get smarter. You get more creative. All of those things happen when you open the feeling faucet. But when you get scared of your feelings, it's probably because you haven't had much experience with getting acquainted with experiencing them and with expressing them effectively.

Daphne: Yeah. Yes. That's the piece. I think that where we go, Katie, when we're not able to do that is... What we're really describing as feelings are actually thoughts.

Katie: Yes.

Daphne: Right?

Katie: I've actually even had people say, "You know, I think I feel angry about that."

Daphne: Yeah. Yes, yes! Or, "I feel like I want to hit that guy."

Katie: So first I respond, "Well, how would you know?"

Daphne: Yeah. That's good.

Katie: "How do you know you're angry?"

Daphne: Yeah.

Katie: Then the whole question of being with your feelings is an ongoing... Just the way you would be with your breathing, just the way you would be with a friend if they were sharing something, you can learn how to be with your feelings. It's what I call *befriending* your feelings. It has tremendous benefits.

Daphne: Yes, and we're going to talk about what the benefits are, right? One of the benefits is that you're present to what's actually happening in the moment.

Katie: Yes.

Daphne: That's a benefit, right?

Katie: Yeah!

Daphne: And you're not stopping your energetic flow. Again, these are practices here, so I don't want you to take our word for it. We're going to give you some practices you can play with yourself on your own so you can have your own experience. But learning to be with our feelings... Katie, this is one of the things that I think is so great. If you're with your experience of a feeling in your body... The length they actually last is really short.

Katie: It's really short. Yeah.

Daphne: It's like 90 seconds or less.

Katie: Mostly if feelings are hanging around, like if you feel really sad and you're crying a lot and it just keeps going on, there's some way in which you are stopping yourself from feeling.

Daphne: Yeah.

Katie: Because feelings move through just like a waterfall. Sadness moves through, and then what you have is more aliveness.

Daphne: Yes.

Katie: When you're angry and you let yourself say, "Ouch!" in an effective way, then you're back present again and you're able to notice what it is in your environment that is needing to be responded to. Anger is an experience that all mammals have when there has been a trespass. When somebody has stepped on your foot either figuratively or literally, when they're getting up in your grill, you get angry.

Daphne: Yeah! Right!

Katie: You cannot talk yourself out of your feelings. That's a really important thing for people to know. I wanted to give an example if I could, Daphne. I was talking to Gay the other day because he just had a knee replacement, which means he has a part inside him now that is not Gay.

Daphne: Yeah.

Katie: It's a bionic part, so it has been a really big experience for someone who has spent much of his adult life (at least 40 years) in really opening to his inner world and the skills of being with his feelings and body sensations. We were talking about his doing something with his knee (because he has been getting a lot of body work) that he calls preemptive play.

Daphne: Yeah.

Katie: I just love that. I want to just describe to you very quickly what he does that I think people will recognize, because it's a feeling skill. The body worker would be touching a part of his leg, like, say, on his thigh. He would give his attention to that, so that's a skill all in itself, to be able to give his curious attention to notice what he's experiencing under her touch and be using his awareness to kind of meet her touch. But then he would follow the sensations as they would move along his leg to where he could feel she might go next.

Daphne: Yeah!

Katie: Then he would let himself start to move that part really easily, kind of jiggling it and kind of getting ready for the next thing that was going to happen. That kind of practice is so worthwhile with any kind of experience that is going on inside of us, because this is like our own... If you think of yourself as a big computer, you're actually running new wires. You're making new connections. You're increasing your body intelligence and your ability to respond effectively to your life.

Daphne: Yeah, and with a new operating system.

Katie: Yes.

Daphne: Right.

Katie: You're continuously getting upgrades to your operating system.

Daphne: Yes, and this is our offering today, right? We're going to offer to you a way to upgrade your operating system. I loved your description, Katie. That was so great.

Katie: Thank you!

Daphne: Yeah, I really enjoyed that. Right. Okay, so I just want to keep coming back, and I want to untangle this idea around feeling and thought.

Katie: Please! I think it's central.

Daphne: Yeah!

Katie: This is kind of the Renaissance question. This would be Descartes versus Rousseau.

Daphne: Yeah, yes it is. Oh, Descartes. He tried so hard, didn't he?

Katie: Mm-hmm!

Daphne: He tried so hard. Yeah, so we're talking about feelings. We're talking about the experience in the body, and Katie, on our episode on emotional intelligence, you talked about how feelings, certain experiences we might label, show up in certain areas in the body.

Katie: Yes.

Daphne: So I talked about sadness earlier. Fear shows up in the stomach, around the belly button, and can kind of work its way up through the core of the body, right? Butterflies in the stomach would be one way of saying it.

Katie: Yes.

Daphne: I just want to keep grounding this, that feelings are the sensations we experience. They're an experience. They're not the thoughts that come with it.

Katie: And to be able to recognize, "I'm having a thought about my feeling," is a real breakthrough.

Daphne: Yes! Exactly! "I'm having a thought about my feeling." We're going to talk about this in the invitations to mastery, but this is the big how-to of how to be with feelings at work. It's one of a few that I think we can offer today to those of you who are our friends out there who have been listening.

"I notice I have a tightness in my stomach, and I feel scared." That's the labeling, and the labeling just is there to support us in being able to communicate. Now the truth is you really don't have to use a label, but I think it's important to use one when you're first learning to be with your experience.

Katie: Yes, like, "Oh, that's fear!"

Daphne: Yeah. "Oh! There it is!" And that's your fear, right?

Katie: Yeah.

Daphne: I think this is another key piece of this, Katie. We all experience things differently. We give some hints, right? "These are the zones of the body, and this..." But sometimes things can show up in different places. Fear also shows up in my palms. I get really sweaty hands.

Katie: Yes.

Daphne: Right? So knowing what your fear signature is... I think you do this in Fear Melters, which we've talked about several times, too.

Katie: I do.

Daphne: Knowing what your fear signature is in your body... It can be different levels of it, but knowing that in your body and then coming back to, "Now how am I with this? How can I be with this experience?" and then, "How do I express it in a way that's friendly to myself and friendly to others?" is important. But mostly what we're concerned about is that it's friendly to yourself. Unfortunately, you can't really control others.

Katie: Yeah, friendly to yourself first, because I think we're incredibly hard on ourselves, especially if we're scared. "I don't know how this is going to be received. I don't know if this is appropriate." I just want to put in a plug here for leaders to get emotionally literate and to reflect back to people in words that... I like to think of translating, creating feeling words for the workplace. One of the things I want to suggest to all of you who are listening is that you create a continuum, like if you put these feelings we were talking about today...

If you create some big pieces of paper where you put a long continuum, and you have a fear continuum, you have an anger one, a sadness one, a joy one, and a sexual feelings one, and you start out with 0-100. One hundred would be "off the rails," and zero would be, "Uh, I don't know what you're talking about." Let yourself start noticing over a period of a week what magnitude of that feeling you experience.

Daphne: Yeah. Yeah.

Katie: For example, with anger, you could create the different words for anger. There's *frustrated*, *irritated*...

Daphne: *Annoyed*.

Katie: *Put off*, *inconvenienced*, *shocked*... I generated a whole bunch of words with different conferences that I did with people. Like at Motorola, we created these all across the board, and people would go up and add to them.

Daphne: Yeah! Right.

Katie: So you could get, "What's the feeling code here?" So if someone says, "I was a little put off with your going ahead and making that decision by yourself," translate "Anger!"

Daphne: Yeah. Right. You know, I think this is really another important distinction too about these labels. We think, "Oh, I notice I'm experiencing some anger." Okay, I don't have a chainsaw in my hand.

Katie: Right.

Daphne: I'm not like riding off the rails. So there are variances, but what I like that you're pointing to, Katie, is that it's helpful to have these other words, but really labeling it in a way that's easy... Right? When we say anger, it's just an easy way to label it. We are fully aware that there's a whole continuum, a whole spectrum, of the amplitude of that, right?

Katie: And the amplitude, I think, is very, very interesting for people to really take a look at, because when someone says, "Oh, you were angry about that," you might translate that and say, "Uh-oh, he thinks I'm going to bite his head off!"

Daphne: Yeah!

Katie: Whereas your amplitude may have been down around the 10 or 20 percent, not up around the 80 or 90 percent. So I think it's really important for people to... When you create your own continuum, what you're really after is figuring out what the words are that really work for you and welcoming them and really being able to use them so you comprehend when people are speaking to you emotionally. And you also can explore which of the feelings you avoid.

Daphne: Oh yeah.

Katie: Or which ones you get controlled by when they show up. I remember having people avoiding someone who was a leader, because he would always blow up in meetings, and people were at the effect of his blowing up. Nobody knew how to just say something like, "It sounds like you were really angry when that happened," and still be present to him rather than everybody cowering or trying to fix it without just saying, "Oh, somebody is feeling angry. The world hasn't come to an end."

Daphne: Yeah, yeah. Well, let's talk about crying.

Katie: Oh, yeah!

Daphne: Speaking of an experience that can trigger people... I mean, I don't know about you, Katie, but I see more of that in work environments: more tender feelings that really get people kind of like, "Well, I don't want to say anything that's going to make somebody cry." I see that

more than I see it with anger. I see people get really tangled up around people having the expression of crying or sadness more so than any other one.

Katie: Wow, that is really interesting.

Daphne: Yeah. That has been my experience. I don't know. I just might be calling that in somehow, in which case I totally own that. It's fine. But yeah, people really have the experience of being afraid to cry at work, and then if somebody cries in front of them... It's our natural propensity to want to run right over, right? But if someone is crying, I see a little bit of that running right over as wanting to stop it.

Katie: Yes.

Daphne: Like, "Stop crying!" It's sort of our way of going, "Oh, I don't want to be with somebody who's crying. That's really uncomfortable." I think that expression of sadness is one of those other emotions that can really get people hooked, right? We don't want to be with that either, right?

Katie: My guess is (listeners, you can check this out) that almost everybody has had their feelings stopped.

Daphne: Oh yeah.

Katie: They were inconvenient. People just didn't want to know about it, or it triggered their own sadness. My sense is that if people get upset when somebody else is sad, it's because it triggers some unexpressed sadness of their own.

Daphne: Yeah. Right. That's exactly it. That's what I was thinking about when you were talking about the anger. We want to stop somebody else's experience. We probably have had some way we've been stopping that experience in ourselves, right? So it really gets us triggered. Okay.

Katie: You know, I'm just thinking of a really practical thing right there.

Daphne: Well, let's do it, because I was just going to make a shout-out for it, so let's do it.

Katie: Excellent!

Daphne: Perfect timing, my friend.

Katie: Great. Well, one thing I can guarantee you is that if you are uncomfortable (translate: scared), take a breath.

Daphne: Yeah!

Katie: Because you are not breathing. I guarantee you that you are not breathing, especially if you go up into your head and are trying to figure out what to say, because you're really stymied and you want them to stop. You're not breathing.

Daphne: Yeah.

Katie: So the best thing you can do in that moment is literally give attention to your breathing. You might even put your hands on your belly for a moment to just locate yourself. Take 3-8 relaxed breaths and change your physical position, and then *boom!* You're back present again.

Daphne: Yes. This is one of those learnable skills. I think it's especially around fear too, Katie. You're sitting in a meeting. Somebody says something, and you just have that feeling. "Oh, I feel scared!" You'll know. Everyone knows. I think people know this to some degree, right? But allowing yourself to have that... The breathing, I think, is just critical. I think that is the big move, right?

Katie: It is the big move.

Daphne: Yeah. I think it's the big move.

Katie: Also, with all of the feelings but especially with fear, people will slow down their movement. They might freeze.

Daphne: Yes.

Katie: Or they faint away or start to back up and move out of the room or move up into their heads. If you move in a way that feels comfortable to you, if you forget the Fear Melters and just kind of go, "Duh..." in that moment, just simply breathe and move.

Daphne: Yeah.

Katie: In some new, pleasurable way. You'll get unstuck and present again.

Daphne: Yes. This is one of the invitations to mastery of being with your feelings. The other one I wanted to just give... It's going to sound weird when I say it, but there's a way you can speak unarguably. Speak unarguably about your experience. What the hell do I mean by that? That sounds so fancy, right?

But really, it comes back to what we were saying at the beginning and the middle of the show. Noticing what you're experiencing in your body, describing it, like, "I notice I feel tightness in my stomach," and then saying, "I feel scared, and I just had the thought that I might not be as important as I think I am now..."

Katie: Mmm.

Daphne: Right? I just wanted to offer that to people as a way to speak about their feelings and what's happening for them at work, because it's unarguable, right?

Katie: It's unarguable.

Daphne: Right.

Katie: And it's great modeling too, Daphne. I love the steps you outlined there. My favorite word with feelings is *describe*.

Daphne: Yeah, *describe*. Yeah.

Katie: Instead of judging, controlling, analyzing, or fixing, I'm simply describing. Then the way you made the shift to, "I just had the thought..."

Daphne: Yeah.

Katie: It identifies the thought as a thought.

Daphne: Yes.

Katie: Not as reality.

Daphne: Yes. Right. Again, I'm as guilty as anyone. We have a thought, and we attach to it. We think it's reality, right? We do. We think it's real, and that's a whole other show we could do.

Katie: Yes. "My thoughts are real. Yours aren't."

Daphne: Right, right. What's real? Let's be philosophers. "What's really real?" But that aside, speaking unarguably is a way to also describe your sensation, describe what your bodily experience is, and then untangle that, label it for yourself and your own communication with others. Then untangle that from the thoughts. For whatever reason, our minds are just so fast. They just get themselves all in there and make a mess, I have found.

Katie: Well, it's because we've allowed it to be undisciplined.

Daphne: Yeah! Yes!

Katie: We've allowed it to just run amuck all over our feelings rather than being respectful.

Daphne: Yes, we have. We have allowed it to be an untamed horse, right? All right, well, I think we'll wrap up. What do you think? Do you have anything else you want to add, Katie?

Katie: I had a couple of wonder questions.

Daphne: Oh, I love it.

Katie: Also, the invitation I want to give to people is to... I want to create a "feeling words for the workplace" list.

Daphne: Oh.

Katie: So people can translate, can learn that we do have a feeling vocabulary. We just don't recognize it. I'd love to have people post the words that equal anger, the words that equal sadness. Like, "You know, I was feeling a little low today."

Daphne: Yeah.

Katie: I'd love to have you post those in the comments so we can put together a list of feeling words for the workplace so we can get more literate in our descriptions with each other, because most people have a lot of baggage around all of the feeling words. "I felt angry." "Well, I wasn't angry. I was just a little irritated."

Daphne: Yeah. Yeah. That's great. That's great. Okay, so that's our invitation. We want to hear that and have you post that on our social media when we put up the show. I love that, Katie. We'll create a list. Do it.

Katie: I love that, and hey, Daphne, we didn't talk about sex.

Daphne: Oh, Katie! Should we do it now?

Katie: I think we should.

Daphne: Let's do it.

Katie: I think we can handle it really quickly. What I want to suggest to everybody is that enjoying your sexual feelings can happen at work in the privacy of your own body. You can enjoy how everybody is dressing. You can enjoy how hot your coworkers look. You can have all of the sexual feelings you can have inside your body, and nobody has to be inconvenienced by them. Then be really smart about how you express your sexuality.

Daphne: Yes! Well, let's talk about being a little smart about how you express it, right?

Katie: Right!

Daphne: One smart way?

Katie: One smart way would be to have really clear agreements with your coworkers, especially if you are not in a relationship with them.

Daphne: Yes. There we go! Right. That is to honor their physical space, right? It's not just the physical part of it, but honor their physical space and also honor the feedback. I think this is one

of the other pieces too, because often, Katie, I think that when we think about wanting to express a compliment or appreciation... Making it just a very simple appreciation... You may really enjoy how one of your coworkers is dressed, but really appreciate it in a very simple way.

Katie: Yes.

Daphne: "Oh, that shirt looks fantastic on you!"

Katie: Yeah, or, "Great color! Wow!"

Daphne: Yeah. "Great color! Wow!" Right. Exactly. This is one of the things I find, Katie. It should be very simple and able to be expressed in one out-breath, right?

Katie: Yes.

Daphne: Anything beyond that...

Katie: Or half an out-breath.

Daphne: Or half an out-breath. Right. Yeah, exactly. Anybody beyond that... There should be some yellow flag that's going off for you around that expression, right? I loved what you said about how you can just enjoy it in your body and be with it, and it doesn't have to mean anything, does it?

Katie: Well, it means you're going to get more creative.

Daphne: Yes. Yes it does.

Katie: You know, this is one of the perks of being human. We have sexual feelings just like we have all of the other feelings.

Daphne: Yes.

Katie: We've done so much legislation around them that people stop themselves from enjoying their sexual feelings, and then they get all mucked up in expressing them in an inappropriate way.

Daphne: Yeah, and the legislation has come out because we have been expressing it in an inappropriate way, right?

Katie: Yes. Yes, unfortunately.

Daphne: It has been a vicious cycle. So we're here to support the enjoyment of them and the expression of them in a very helpful way, in a very supportive and safe way for all, right? That's what we're really up to. Oh, I'm glad you remembered that we had to bring that one back in, Katie.

Katie: Yeah.

Daphne: Yeah. Good. And I just want to say one last thing on that. Sexual energy is supporting your creativity. When we're collaborating with people, when we're enjoying our work and our jobs, this is highly likely to come up.

Katie: It sure is, because you feel juicy!

Daphne: Yeah!

Katie: Everybody is going to feel juicy.

Daphne: Yes. Yes. So keep that in mind as you're going through your work. We all have attractions to people. That's just normal. That's normal for us. You're going to meet new people at your work. Or you might have worked with somebody for a while and be like, "Why am I feeling this attraction toward this person?" Exploring that in a way that's really safe... You can do that without crossing boundaries, right?

Katie: Exactly. Here's a quick example of how to do that. "Daphne, the other day you had on just such a great outfit, and I found myself having sexual feelings. I thought, 'Wow. Daphne is really an attractive woman.' I was just enjoying those, and I wanted to let you know that I'm really clear that I have all of my sexual expression with my husband, so I don't have any intention of getting into any sexual relationship with you, but I really do think you're hot."

Daphne: There you go. There you go. That was it. Thanks! I'm taking that as a compliment!

Katie: You should!

Daphne: Oh, I do. But that's the way to do it, right? That was perfectly articulated. Some of you out there listening might be like, "Whoa, I am never saying that at work."

Katie: Right. "I'm never saying that ever."

Daphne: "Ever. Ever." But you can practice it in your head. That's safe enough, right?

Katie: Yep. Exactly. You can practice it in your head. You can practice it with friends. But truly, it can be that simple.

Daphne: Yeah. It really can be that simple. It really doesn't have to tangle us up at all. I think that's really the most important part. All right, well, anything else you want to add, Katie?

Katie: Well, I think we could definitely come back to this, but the whole idea of just being willing to include your feelings, that your feelings are flow, your feelings are your friends, your feelings have come to you from thousands of very, very smart ancestors... They're a heritage that I really invite you to treasure.

Daphne: Yes. All right. I love that. Thank you. All right, well, we're going to wrap it up. We hope you feel more inspired than ever. We'll look for your comments on the emotional list, right?

Katie: Yeah!

Daphne: Yeah, we'll send that out. We'll invite everybody to do that on Facebook. That would be really fun if you feel so inclined. Keep living a Super Fantastic Leadership life!