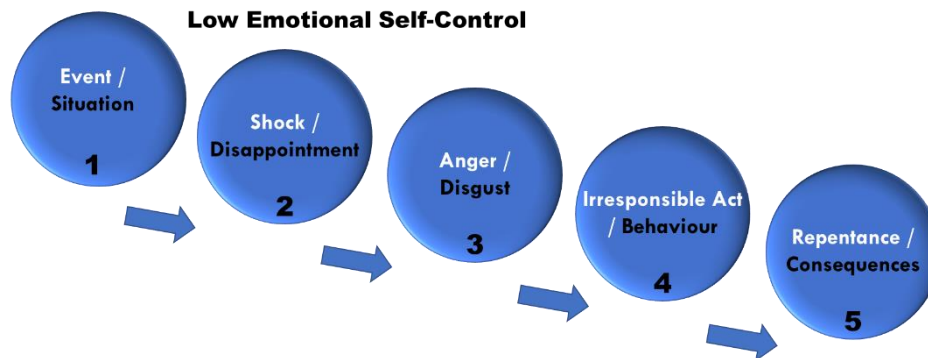


Your Emotional Self-Control defines your Growth Mind set (An important skill in a Leaders tool kit)

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“Look before you leap”, “Think before you act”, “Take it easy” “Control your anger”? These statements surely bring back memories of our parents, teachers, well-wishers, seniors cautioning us when we got ourselves into uncomfortable situations. All of us can recount events that did not go well:

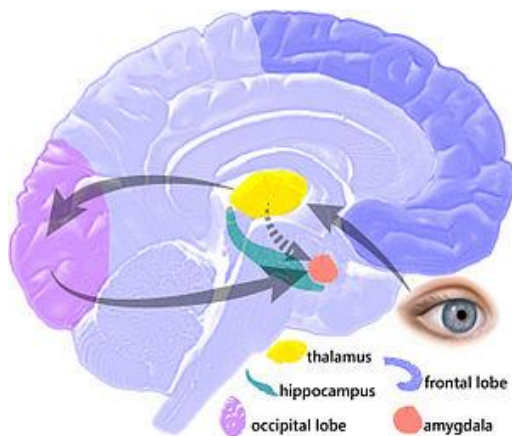
What went wrong then? Our inability to control our impulses: **LOW EMOTIONAL SELF-CONTROL**



Daniel Goleman, a psychologist and the father of Emotional Intelligence (EI) states that **Emotional Self Control** is one of the 12 key skills behind EI.

Leaders with high Emotional Intelligence scale the rungs of corporate ladder effortlessly. Individuals with high level of Emotional Self-Control or Impulse Control show restraint in stressful situations and have the ability to control hostility, aggressive behaviour and always display a sense of maturity and composure. In an ever-changing business scenario, leaders today face umpteen challenges in their workplace and their response to these challenges determine whether their career is on a growth curve or on a slippery slope.

Let's understand how a person with **Low Emotional Self-Control** reacts to a perceived threat.



- 1) The stimuli simultaneously go to the Amygdala (emotional brain) and the Neocortex or frontal brain (rational brain)
- 2) Record of experiences/memories stored in Hippocampus (role of learning and memory) tell the Amygdala whether it is *fight, flight* or *freeze* situation
- 3) The Amygdala processes information milliseconds before the Rational brain (Neocortex) and acts before any information is provided by the Neocortex
- 4) This situation is the “Amygdala hijack” and leads to a person reacting in a destructive or irrational behaviour.

A leader exhibiting low Self-Control, experiences frequent “hijacks” and this derails their ability to approach and resolve challenges in an effective manner. Leaders who lack Emotional self-control will:

- Have the “My way or the high way” attitude
- Make hasty decisions or judge prematurely
- Be anxious, agitated, stressed and shoot disturbing emails
- Be impatient and get aggressive with team
- Indirectly influence their team to show the same undesirable behaviour
- Alienate themselves from people, disrespect them and lose trust

Improving your Emotional Self Control is all about being a “Calmer you”

- A) **Breathing Exercises and Meditation:** Treat “breathing” as your best friend. Deep breathing exercises help in lowering the heart rate, lowering the blood pressure and reduces stress levels in the body. In Yoga, “Anulom Vilom” or “Alternate breathing technique” helps in reducing stress levels and improves breathing and circulation. It involves holding one nostril while inhaling and then holding the same nostril while exhaling from the other. The process is reversed and repeated 10 times. As one gains more awareness and control over breathing, they experience a calming effect.
- B) **A Walk in the Park:** Heard this “Take a chill pill”. Get your morning walk in motion. A good 45-minute walk in the mornings in serene surroundings will give you the fresh air to relax your mind and fill with positive thoughts. The “Calmer you” will be active and effective all day.
- C) **Journaling to create Awareness:** The importance of Journaling cannot be overemphasized. Journaling is a technique of taking time for yourself to write and reflect on the days’ events (good or unpleasant). This could be in the form of your feelings, experiences. Tracking events regularly and understanding the triggers that resulted in your actions (good or bad) can help you coach yourself to react appropriately the next time a similar situation arises.
- D) **Be Vulnerable and ask for feedback:** Being vulnerable is not a show of weakness. In fact, it is a show of strength and paves the path to openness and freedom. Accepting the areas of weakness and soliciting feedback from others translates into an irresistible drive to work on the weak areas resulting in a calmer and more confident you.
- E) **Wind down and relax:** The body and the mind are working continuously in tandem and this wonder duo deserves adequate rest to perform at its true potential. 6–8 hr sleep cycle every day helps in improving the brain function which includes cognition, concentration, productivity and performance.

So, leaders, embrace these techniques to increase your Emotional Self-Control and add this invaluable skill to your tool kit. A sure shot recipe to define and ride your growth trajectory!!

Want to know your Emotional Intelligence Quotient (EQ), contact us at info@surendranathwarrier.com

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