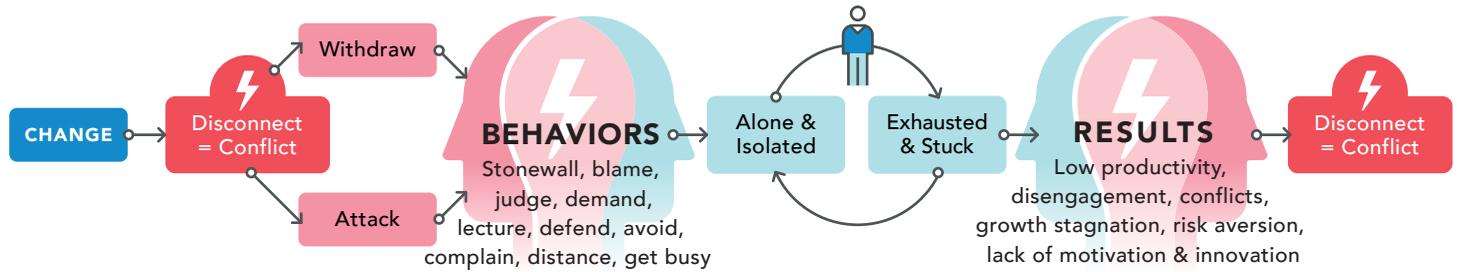


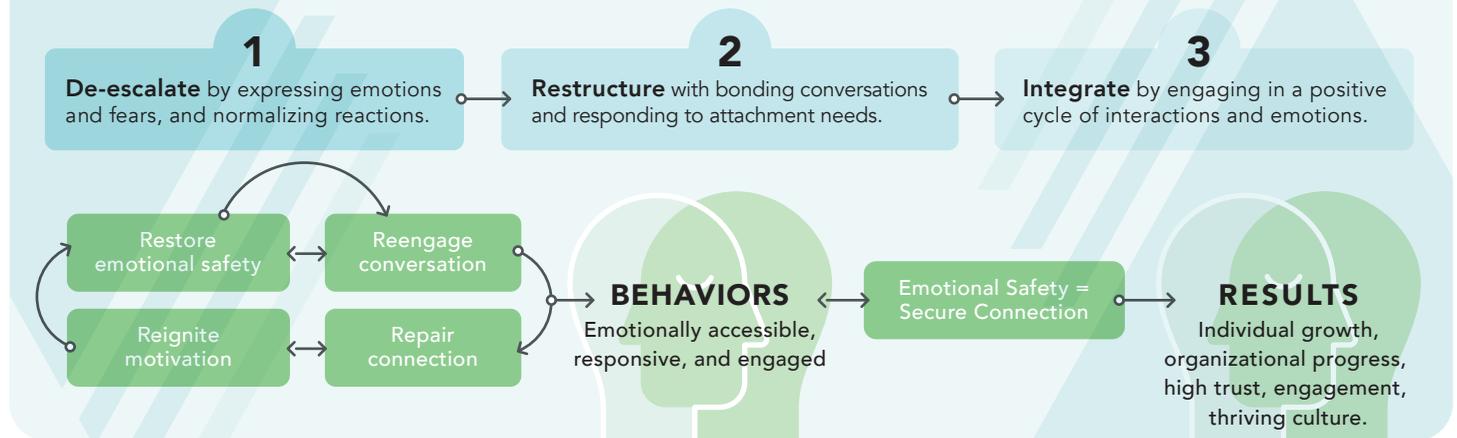
The EmC Model

When we are faced with unexpected change or conflict, we instinctively go into a disconnect, which unleashes automatic actions. We either withdraw or attack, both of which are ineffective strategies leaving us feeling alone and isolated. These habitual actions keep us stuck in a negative cycle, leading to conflicts, disconnections, and workplace disengagement.



EmC Intervention

Using the three stages and eight emotional connection elements, impacted by emotions and attachment needs, we change the interaction to a secure connection, engaging team members, resolving conflict, and enhancing trust. When attachment needs are met, positive feelings of restored safety and reengagement reignite motivation, innovation, and productivity.



Emotional Connection Elements

 <p>Triggers and raw spots Triggers are minute actions at times, invisible or inconsequential to someone else. However, they carry loud messages to the person being triggered.</p>	<p>Negative emotions Emotions communicate. They are the most powerful thing in the room. Negative emotions force us into attack or withdrawal, disconnecting from the other person.</p> 	<p>Automatic thoughts When people feel disconnected, automatic thoughts such as, I don't care, how dare are you, and I give up occur. These thoughts shift them out of their emotional balance and create a tunnel vision.</p> 	<p>Protective behaviors Protective behaviors occur as a response to a disconnect. These ineffective strategies which intent is to reconnect, instead, push people away. Learning effective strategies helps stop the negative patterns.</p> 
 <p>Attachment needs In moments of vulnerability, people seek attachment to be emotionally safe, connected, and to be reassured that they are not alone. This felt security creates a bond and nurtures feelings of value, importance, and being cared for.</p>	<p>Bonding conversations In a bonding conversation, individuals turn to each other and share their emotional experience in a vulnerable and authentic way, repairing the rift and restoring the connection.</p> 	<p>Emotional responsiveness Establishing a healthy emotional connection, involves experiencing empathy and demonstrating an empathic response toward others. With emotional responsiveness, people feel heard, understood, and supported.</p> 	<p>Positive emotions As team members reconnect, feelings of happiness, safety, and confidence return almost immediately. Positive emotional connection allows people feel empowered, energized, and stronger.</p> 

