



LET IT GO

YOUR GUIDE TO
**Mastering Emotional
Floods**

The Fallout

Explosive Emotion

The clearest indicator of a flooding-out episode is the explosive, unstoppable outpouring of emotion, which can look like:

- Shouting across the office
- Storming out of a meeting
- Bursting into tears
- An anger ridden email rant



Long term stress

Flooding-out episodes often occur when we're under stress or pressure, as this can exacerbate the intensity of emotions, and make us more susceptible to knee jerk reactions.



'Bottle It Up' Mentality

Flooding-out episodes occur when we suppress or repress our emotions. By doing so, we relinquish our ability to choose how and when they come out. As we repress our feelings, they continue to build, until they spill out and overwhelm us.



A Quick Comedown

After experiencing such an intense and heightened emotional state, we're likely to feel exhausted. We may feel embarrassed or concerned about how we acted, because we weren't in full control of our emotional display.



The Aftermath

Many of us experience flooding-out episodes at work. Instinctively, we want to bury our head in the sand, or steer clear of our angry boss. But there are better ways to manage the fallout of a flooding-out episode.

When Others Flood-Out

Interact Intentionally

☞ While it may seem preferable, don't ignore or avoid the colleague who went on a yesterday's passive-aggressive rant (they're probably feeling bad enough as it is). Greet them and interact as you would normally.

Check In

☞ If possible, check in with them when appropriate using gentle, inquisitive prompts. Give them the chance to talk about what happened - but don't push. Listen deeply to what they have to say, and make it clear that you don't judge them for what happened.



When You Flood-Out:

Self Reflect

👉 Think back and consider what events and feelings led up to the emotional outburst, and why you expressed them in the way you did.

Speak Up

👉 Following reflection, speak to the colleagues who were affected by your outburst and explain what happened and why, using as much detail as you are comfortable with.

Observe and Learn

👉 The key to preventing flooding-out episodes is healthy emotional regulation. You can start small by gaining greater emotional awareness. Keep a log of how you feel at the end of each working day, or week and reflect on any patterns you see emerging. **Does a particular meeting or client trigger a specific emotion?** Think about proactive ways you can manage this feeling, rather than ignoring it.

