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the European Union



PR3 Training Toolbox

Emotional Cross Exercise

SESKAT. Development of social and emotional skills in adult training

2021-1-DE02-KA220-ADU-000035095



1) NAME AND DESCRIPTION OF THE TOOL

This engaging exercise involves participants in an interactive role-playing scenario, focusing on emotional intelligence and conflict resolution. Groups brainstorm a conflict situation, then individuals role-play the situation, each embodying a specific emotion. The exercise encourages active listening, empathy, and adaptive emotional responses.

2) OBJECTIVES OF THE TOOL

- Enhance Emotional Awareness: Participants learn to identify and express a range of emotions, enhancing their emotional vocabulary.
- Improve Conflict Resolution Skills: By discussing a conflict while embodying different emotions, participants gain insights into how emotions influence conflict outcomes.
- Develop Empathy: Engaging with various emotions aids in understanding the emotional perspectives of others, fostering empathy.

3) CONNECTION OF THE TOOL WITH EMOTIONAL INTELLIGENCE/SOFT SKILLS

The Emotional Cross directly engages with the core components of emotional intelligence, such as self-awareness, self-regulation, social awareness, and relationship management. It challenges participants to recognize and adapt to varying emotional states, both in themselves and others, a key aspect of emotional intelligence. Furthermore, it enhances soft skills like communication, empathy, and teamwork.

4) RESOURCES & MATERIALS

Participants: 6 or more

Timer: Smartphone or stopwatch.

Space: A room large enough to form a cross with participants sitting around.

Materials: Cards with different emotions written on them. Tape or another way to mark the + on the ground.



5) IMPLEMENTATION OF THE TOOL

Step 1, 10 minutes: Divide participants into small groups for brainstorming a conflict situation.

Step 2, 20 minutes: Form the Emotional Cross with four individuals in the center, facing each other, and the others around. Engage in role-play discussion, incorporating emotions from the cards.

Step 3, 3 minutes: Conduct a brief conversation on the awareness gained from the discussion. Use these questions for guidance, or feel free to create your own:

- How did adopting a specific emotion change your perspective on the conflict scenario?
 - This question encourages participants to reflect on the impact of emotions on their views and responses to conflict.
- Did you notice any shifts in your own emotional state while engaging in the role-play?
 - This question helps participants become aware of their emotional fluidity and responsiveness during the exercise.

Step 4, 15 minutes: Facilitate a group reflection session, discussing emotions and their impact. Use these questions for guidance, or feel free to create your own:

Which emotions do you find most challenging to confront in real-life conflicts, and why?

- This question helps participants connect the exercise to real-life situations, enhancing their self-awareness and understanding of personal emotional challenges.

How can recognizing and understanding diverse emotional perspectives aid in resolving conflicts more effectively?

- This question focuses on the application of emotional intelligence in conflict resolution, encouraging participants to think about practical ways to apply their learnings.

Reflecting on the exercise, how do you think emotional intelligence can be further developed in your personal or professional life?

- This question prompts participants to consider actionable steps they can take to enhance their emotional intelligence in various aspects of their lives.

6) EXPECTED LEARNING OUTCOMES

Participants are likely to develop a deeper understanding of how emotions influence interpersonal interactions, particularly in conflict scenarios. They may become more adept at recognizing and managing their own emotions and interpreting those of others, leading to improved communication skills. The exercise can also foster a greater sense of empathy and a better understanding of the role emotions play in conflict resolution.