



# Facts, Not Feelings



## Activity 1: Facts or Feelings

Identify if each of the statements below are a fact or feeling.

John missed  
three deadlines  
this month.

\_\_\_\_\_

I feel like John  
is unreliable.

\_\_\_\_\_

The customer  
provided negative  
feedback about  
the service.

\_\_\_\_\_

It seems like the  
customer didn't  
like me.

\_\_\_\_\_

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## Activity 2 : Fact-Feeling Sort

Highlight the facts and circle the feelings.

### Example

Gabriella Hernandez is a lazy 6.5-hour Food Service Worker at Beaudry El.

Gabriella Hernandez is a lazy 6.5-hour Food Service Worker at Beaudry Elementary. Ms. Hernandez's shift starts at 7:00 a.m., but she frequently arrives late, ranging from 20 minutes to an hour. She appears nonchalant and lacks a sense of urgency. Upon arrival, she goes straight to the floor without checking in with me or greeting me with a "good morning."

Gabriella is often rude and discourteous. She never speaks to me, and I feel that she dislikes me. I believe she is jealous of me because we are the same age, yet I was promoted faster than she was. She deliberately arrives late every day to make my job more difficult. Whenever I address her tardiness, she responds with an attitude. She dismisses the issue, saying, "I don't have time; I have to leave," or "Can we talk about this later?" Gabriella deflects responsibility and refuses to take accountability for her actions.

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## Activity 3: Emotional Quotient Self Assessment

On a scale from one (1), meaning Strongly Disagree to five (5) meaning strongly Agree, please answer the following questions based on yourself and your relationships with coworkers:

**Total your scores for each section:**

### Social Skills

	Strongly Disagree			Strongly Agree	
1. Are you open to feedback?	1	2	3	4	5
2. Recognize other people's feelings?	1	2	3	4	5
3. Accurately pick up on the mood in the room?	1	2	3	4	5
4. Hear what the other person is really saying?	1	2	3	4	5
5. Outgoing in social situations?	1	2	3	4	5



**Total for Social Skills (questions 1-5):** \_\_\_\_\_

### Self Regulation

	Strongly Disagree			Strongly Agree	
6. Do you handle stress well?	1	2	3	4	5
7. Tolerate frustration without getting upset?	1	2	3	4	5
8. Consider many options before making a decision?	1	2	3	4	5
9. Resist the desire to act or speak when it will not help the situation?	1	2	3	4	5
10. Discuss issues with people when something is bothering you?	1	2	3	4	5



**Total for Self Regulation (questions 6-10):** \_\_\_\_\_

### Empathy

	Strongly Disagree			Strongly Agree	
11. Directly address people in difficult situations?	1	2	3	4	5
12. Communicate clearly and effectively?	1	2	3	4	5
13. Show others you care what they are going through?	1	2	3	4	5
14. Handle conflict effectively?	1	2	3	4	5
15. Learn about others in order to better get along with them?	1	2	3	4	5



**Total for Empathy (questions 11-15):** \_\_\_\_\_

### Self Awareness

	Strongly Disagree			Strongly Agree	
16. Are you confident in your abilities?	1	2	3	4	5
17. Admit your shortcomings?	1	2	3	4	5
18. Understand your emotions as they happen?	1	2	3	4	5
19. Recognize the impact your behavior has upon others?	1	2	3	4	5
20. Realize when others influence your emotional state?	1	2	3	4	5



**Total for Self Awareness (questions 16-20):** \_\_\_\_\_

What is your highest score? Why do you think this score was high?

What is your lowest score? Why do you think this score was low?