

# APPENDIX 2: FORTY WAYS TO READ AND WORK WITH THE EMOTIONAL FIELD

**N**OTE: your tone of voice is really important here. It needs to be neutral and should refrain from judgment.

## **Questions to ask about the emotional field**

1. What just happened?
2. What is here now?
3. What is in the laughter?
4. What is it like (to experience that)?
5. What is the weather within the team right now?
6. What is the emotion within the team right now?
7. What is the atmosphere in the room at the moment?
8. What are you aware of for this team at the moment?
9. How would you describe the team spirit right now?
10. Wow, what is that?!!
11. Is there an elephant in the room right now?
12. How does/did this land?

## Language to describe an emotional field

***NOTE: When using any of these, it is always useful to have person or group elaborate or explore what you just noticed and ask them for different or better language. Articulate what you sense. Do not interpret.***

13. I am sensing/noticing/seeing/hearing/feeling ...
14. It feels like the sun just came out (or other weather types).
15. There is a lot of camaraderie here.
16. There is a feeling of hope here.
17. I feel there is a strong sense of connection as you say that.
18. I sense a lot of warmth here.
19. I sense some lightness/playfulness/laughter right now.
20. There is a spirit of collaboration right now.
21. There is a strong commitment between all of you.
22. Feels like you are making progress.
23. It feels kind of bumpy.
24. It feels there is a thunderstorm going on.
25. I sense some disconnect.
26. I am noticing distance between you.
27. I am noticing something like tension/fear in the space.
28. Feels like there is fatigue within your team today.

29. It feels kind of dull/flat.
30. Now the argument is getting hotter.
31. It is clear how painful this is for the team.
32. Now there is silence.
33. I notice that everyone is looking down (or whatever signal is happening). What is here?
34. The temperature just changed here.
35. Noticing lots of confused faces right now.
36. Lots of thought processing going on.
37. Everyone is going really fast.
38. I can feel the ripples of what just happened.
39. It is like (metaphor).
40. That feels like—I do not know what it is. You describe it.

*Adapted from "101 Ways to Read the Emotional Field" by Maddie Weinreich.*