

THE MAGIC POWER OF AFFECT IN CIRCLES,

TOXIC SHAME

&

CONFERENCING

NEEDS

Needs are
Universal

All behavior from
birth to death is an
attempt to meet
our needs.

Values are shaped
by needs and
experience
(cultural needs)

Experience shapes
individual
emotional scripts

Emotional scripts
affect individual
choices and
reactions

Conflict

Our values are meant to ensure that our needs are met both individually and collectively.

Conflict occurs when an individual is unable to get one or more of his or her needs met.

Sometimes the fear of not getting our needs met fuels conflict.



Developing Empathy

Intellectual arguments about fairness or right and wrong bypass personal experience and limit the personal narrative.

Cooperation is stunted because it lacks affective communication.

Sharing personal needs and concerns changes the direction of that conversation and ***promotes*** empathy through affective resonance.

WHICH BUTTON DO YOU ROUTINELY HIT FIRST?



[This Photo](#) by Unknown Author is licensed under [CC BY-NC-ND](#)

VALUES REFLECT NEEDS

How do these statements differ?

How are they the same?

- Snitches get Stiches.
- See something; Say something.



VALUES

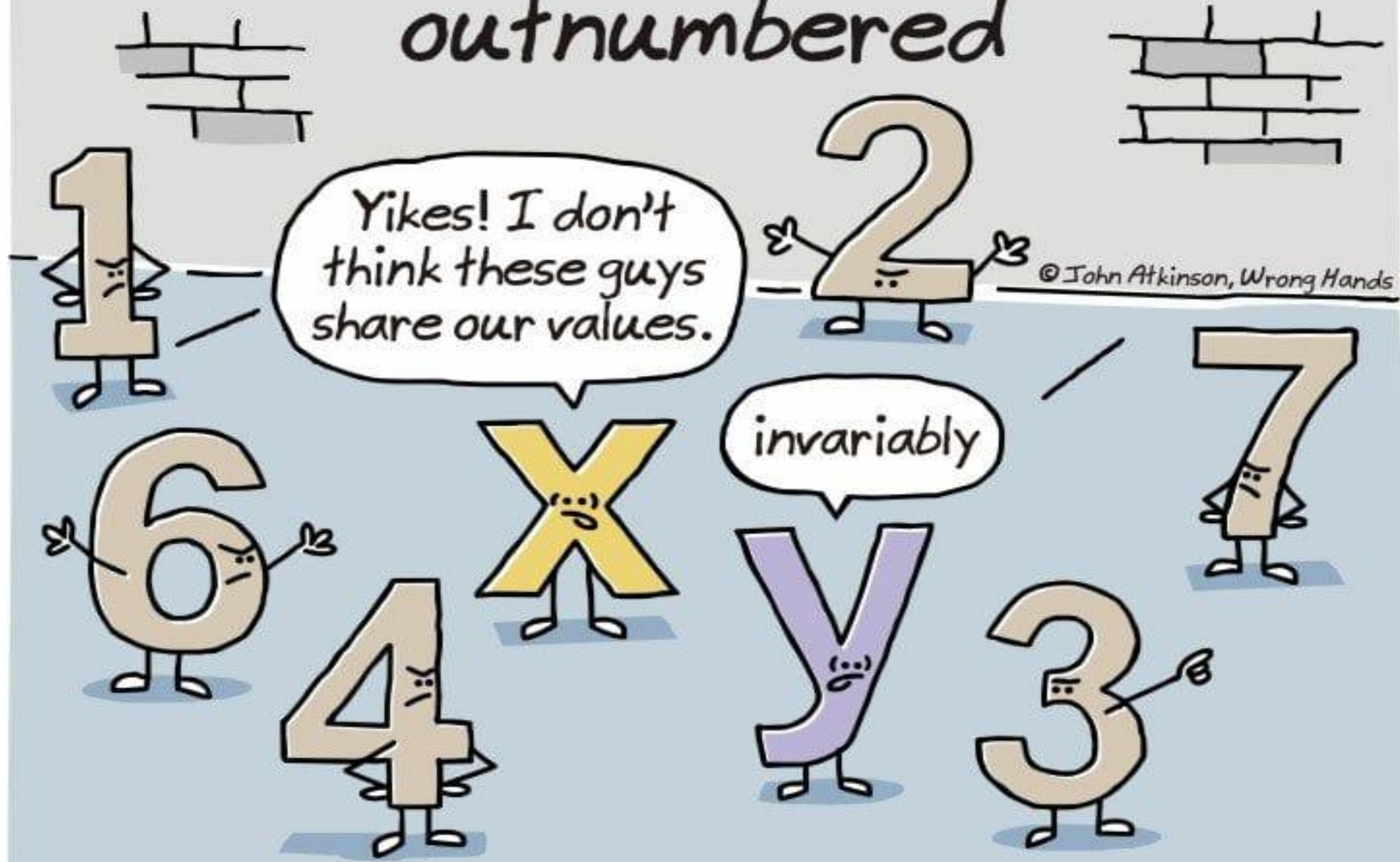
Journal:

Identify and share
a value that has
guided you in your
life?

*What happened in
your life that
made this value
important to you?*

Share in Circle

outnumbered



Yikes! I don't think these guys share our values.

invariably

© John Atkinson, Wrong Hands

- “I imagine one of the reasons people cling to their hate so stubbornly is because they sense, once hate is gone, they will be forced to see the pain.”

James Baldwin

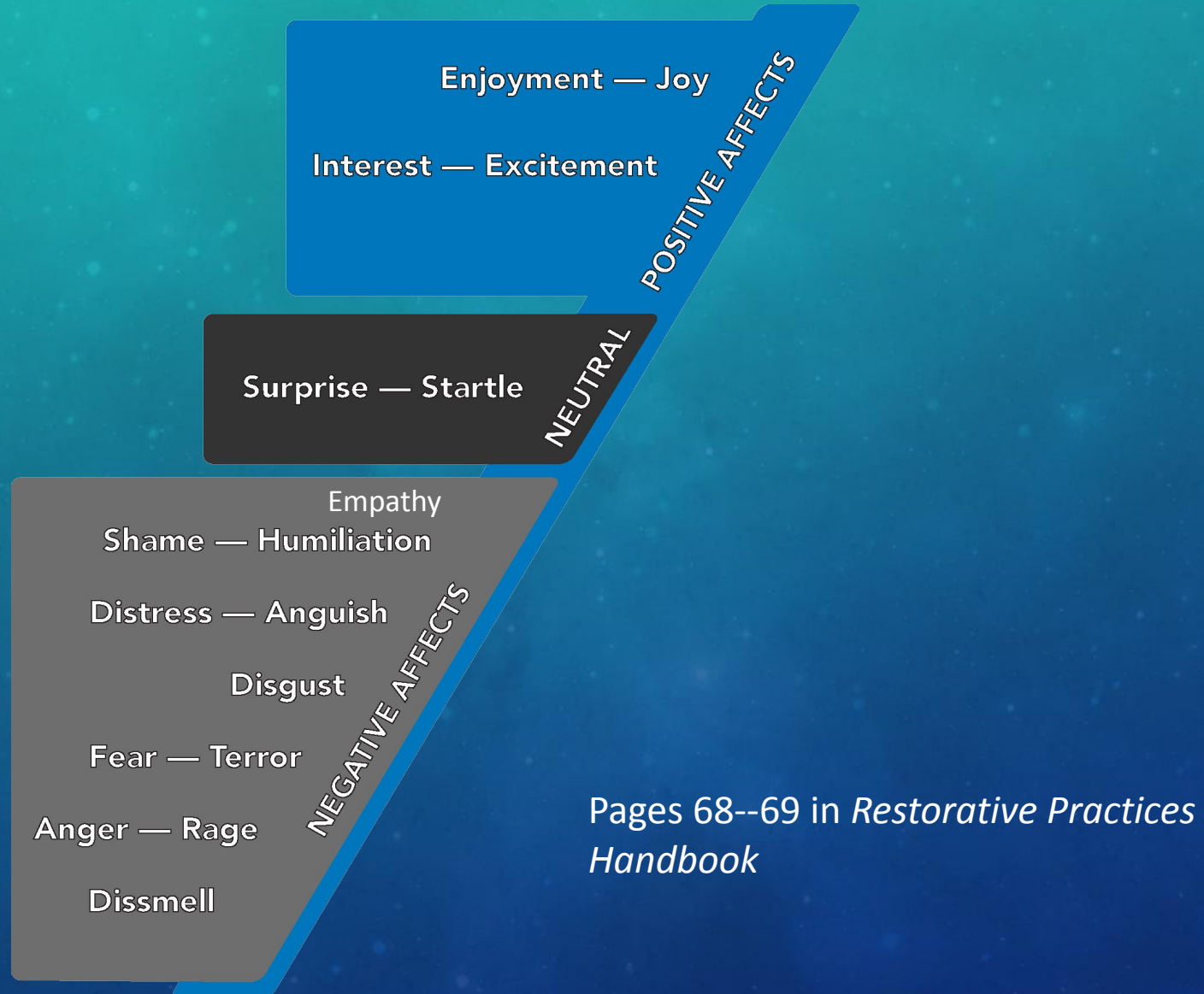


**SEE THE NEED
THAT DRIVES THE
BEHAVIOR.**

AFFECTS FEELINGS EMOTIONS

- ❖ Affects are 10 innate biological responses.
- ❖ Affects are not learned.
- ❖ Awareness of an affect is a **feeling**.
- ❖ A feeling plus memory of prior similar feelings is an **emotion**.
- ❖ Often, out of awareness, we develop “rules” to try to get more positive and less negative affect. Those rules are **scripts**.
- ❖ <http://www.tomkins.org/what-tomkins-said/introduction/nine-affects-present-at-birth-combine-to-form-emotion-mood-and-personality/>

AFFECTS



AFFECT THEORY

- Feeling
 - The awareness of an affect.
- Emotions = Biography
 - Scripted responses learned over a lifetime of triggering affects by environmental forces around us.



AFFECT IS OUR FIRST LANGUAGE

- As much as 93% of non-instructional communication is body language; facial expression, tone of voice, eye contact etc.
- The words can be completely misunderstood if the body language does not match the words.

EMPATHY AND NEUROSCIENCE

- Empathy has three components
 - 1. **Affect** – We are affected by the emotions around us. We are born with this response stimulus mechanism.
 - 2. **Cognitive Empathy**- This includes ideas about fairness, right and wrong and social justice.
 - 3. **Parochial empathy** – This relates to our ability to take action to relieve the pain of others or work toward social justice.

Scientific American Dec. 2017

BE AWARE

- Cognitive empathy and parochial empathy are shaped by cultural norms.
 - For example
 - Nigeria
 - Ecuador
 - Brazil
 - Great Britain

EMPATHY

Breakout Rooms:

- What assumptions might you have made about someone else's empathetic responses?
- What is shaping your cognitive and parochial empathy?
- What are your thoughts after hearing each other and thinking about this part of the presentation?

BODY LANGUAGE EXERCISE -JOURNAL:

What types of Body language
do you react to negatively and
positively?





BODY LANGUAGE MATTERS

- It was Albert Mehrabian, a researcher of body language, who first broke down the components of a face-to-face conversation. He found that communication is:
- 55% nonverbal
- 38% vocal
- 7% words only

"Do we have to use our inside voices through clenched teeth, like you, Ms. Baker?"

AFFECTIVE RESONANCE

- Remember
- Emotions are like germs .
They are contagious!



SITUATIONAL AFFECTIVE RESONANCE

DEENA VAN BUREN

<http://designingjustice.org/five-keys-mobile-classroom/>

<http://designingjustice.org/restorative-justice-center/>

<http://designingjustice.org/near-westside-peacemaking-center/>

AFFECTIVE RESONANCE

- Remember emotions are contagious. If you see someone without a smile, give them yours.



TOMPKINS BLUEPRINT

BECAUSE WE HAVE EVOLVED WITH AN AFFECT SYSTEM WITH SOME AFFECTS THAT FEEL GOOD AND SOME THAT FEEL BAD, EACH HUMAN IS MOTIVATED TO:

Maximize positive affect

Minimize negative affect

Freely express emotion

Do as much of the above three as possible

These actions work best when all affect is expressed. Anything that helps the performance of these three rules is good for human life; anything that interferes with them is bad for us.

- This is how we are wired, and this is what humans “want.”
- <http://www.tomkins.org/what-tomkins-said/introduction/nine-affects-present-at-birth-combine-to-form-emotion-mood-and-personality/>

QUESTIONS CONTINUED

Remember Tomkins Blueprint:

Promote positive affect:

If I gave you a magic wand, share one thing you would change..

Instead of

What is the problem?



OUR BRAIN'S JOB

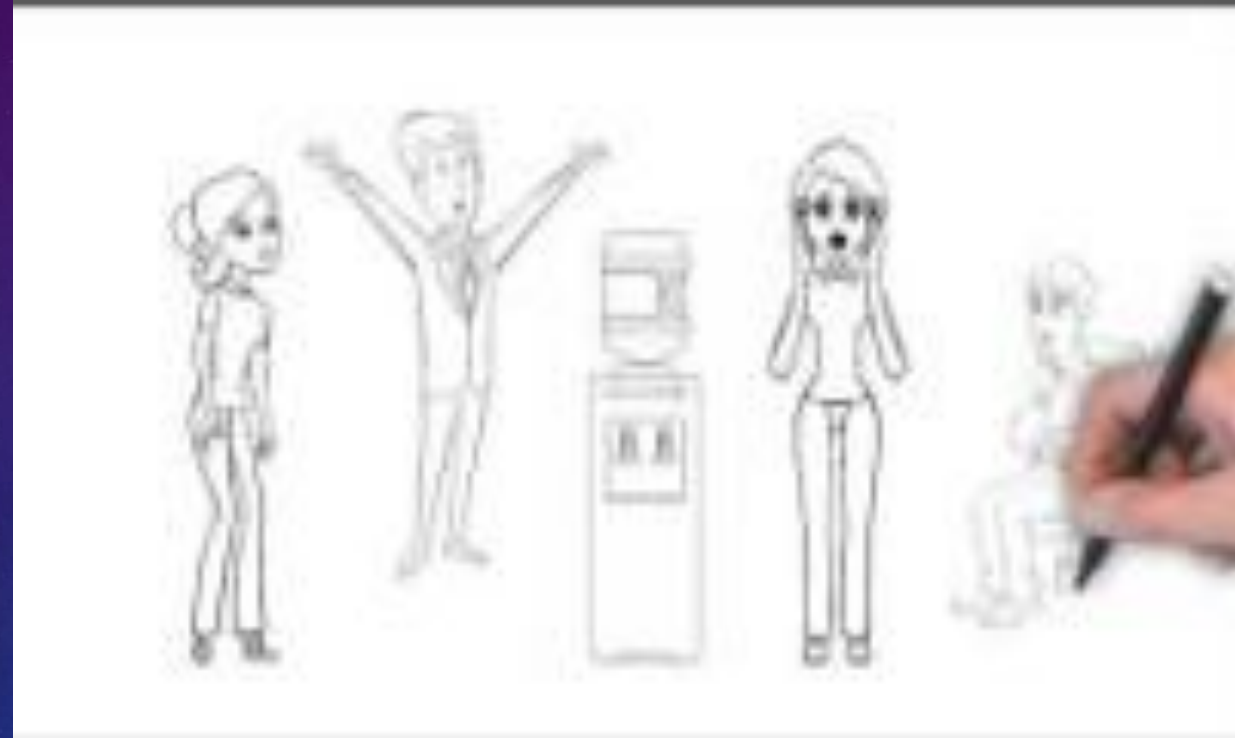
Our brain is wired to find evidence for what we believe.

Discuss- Identify a way this human trait might be impacting your relationships.



INTENT
VS
IMPACT

INTENTION AND IMPACT



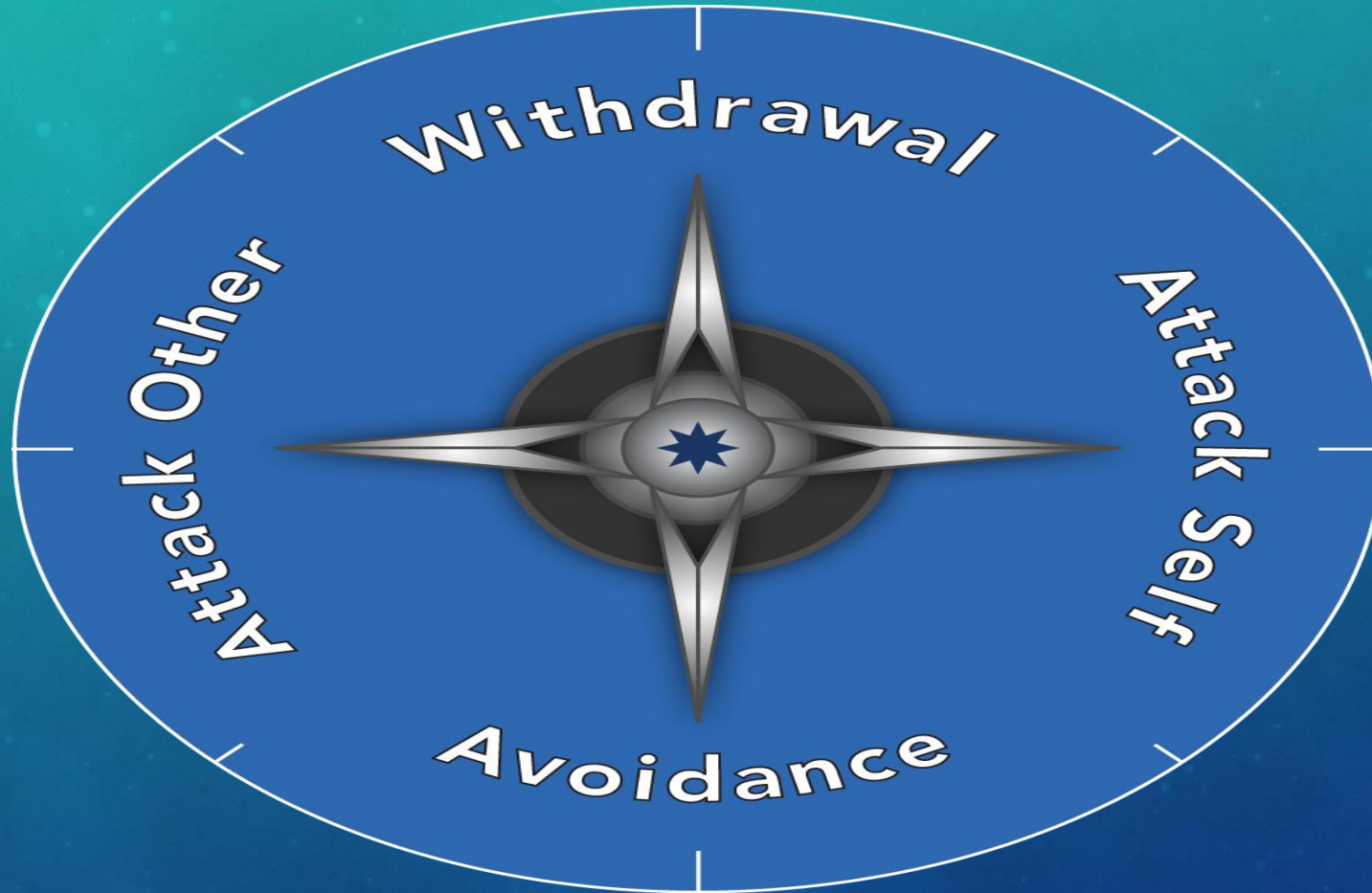
- It is with our judgments as with our watches: no two go just alike, yet each believes his own.

Alexander Pope

- Judgments prevent us from seeing the good that lies beyond appearances.

Wayne Dyer

COMPASS OF SHAME



Nathanson, 1992

COMPASS OF SHAME

•WITHDRAWAL

- Isolating oneself
- Running and hiding

ATTACK OTHERS

- “turning the tables”
- blaming the victim
- lashing out verbally or physically

AVOIDANCE

- denial
- drug and alcohol abuse
- distraction through thrill--seeking

ATTACK SELF

- self
put--down
- masochism

Nathanson, 1992

CIRCLE PROMPTS

Share which point on the compass of shame you are drawn to when you experience a shame moment.

- You do not have to share the story.
- Is the response different at work or home or when you were a teenager?



IS SHAME ALWAYS BAD?

Stigmatizing Shame:

- Persons who have committed a harm are pushed out of the community and labeled a 'bad' person. This label may follow them their whole lives. An individual who is pushed out of the community may see others negatively and encourage his/her participation in behaviors that harm.

Re-integrative Shame:

- The community expresses disapproval of the act of harm, but not the person and allows for the person who is reintegrated back into the community.

SHAME



Tomkins defines this affect in a way that is significantly different from the mainstream use of the word. The trigger for innate shame is the incomplete interruption of excitement or joy. And even though infants don't yet have a sense of their own social lives, they experience the affect of shame whenever their experience of joy or excitement is thwarted. The facial display might be quick and fleeting, and it is less about broadcasting a feeling and more about hiding.

WE NEED EACH OTHER

- “There can be no vulnerability without risk; there can be no community without vulnerability; there can be no peace, and ultimately no life, without community.”

M. Scott Peck, Psychiatrist and Best--Selling Author

ACCOUNTABILITY, COMPETENCY, SAFETY



ACCOUNTABILITY, COMPETENCY, SAFETY

SELF AWARENESS

Understanding how emotion is constructed and why we feel this way

Understanding/acceptance of our needs and wants

How our previous experience shapes it self-awareness

Ways that personal values shape our self-awareness

SELF MANAGEMENT

In what way do I contribute to a problem/solution/situation

The ability to understand the threshold of my emotions

How experience shapes my emotions (triggers) and ways to manage them

ACCOUNTABILITY, COMPETENCY, SAFETY

RESPONSIBLE DECISION MAKING

Learn how needs and experiences affect behaviors and how to respond ethically and in ways that are socially just.

Use affect and affective resonance to reduce conflict and increase cooperative behaviors.

ACCOUNTABILITY, COMPETENCY, SAFETY

SOCIAL AWARENESS

Understand the role of assumptions in social interactions and learning

Recognize that we all make assumptions all the time, based upon our experiences and biases

Learn how to question and manage the conclusions of assumptions and biases to improve social awareness and improve social interactions.

Accountability is about taking
care of each other.



CONVENTIONAL VS. RESTORATIVE JUSTICE

Conventional asks...	Vs.	Restorative ask...
What rule was broken?		Who has been hurt or affected?
Who broke it?		What are the needs of that person?
How shall we punish them?		Who is obligated to meet those needs?

SUSPENSIONS

SAFETY

Just like COVID

Punishment
is NOT

Accountability !

Healthy relationships...

Let's not forget it's you
and me vs. the problem...
NOT you vs. me.

- Steve Maraboli

www.stevemaraboli.com

BEFORE THE CONFERENCE

- See pre-conferencing handout
 - Meet with both the person who is responsible for the harm and the person harmed.

CONFERENCING VIDEO

What did you notice about the conference that stood out to you?
Explain?

What role did shame play?



This Photo by Unknown Author is licensed under [CC BY](#)

CONFERENCE NG IN SCHOOLS

QUESTIONS AND REFLECTIONS



CLOSING

- Share the most useful or valuable thing you learned today and one way you will use what you have learned.



Closing

Out beyond ideas of
wrongdoing
and rightdoing there is a field.
I'll meet you there.

Rumi

Please fill out the
evaluation.

