

Deep resilience: how to coach on an emotional level?

Sven Lauch, Emotional Logic Coach



The story of an
underperforming
machine operator



How do you think this situation impacts the person's performance and professional life?

- Lower productivity
- Higher risk of error
- Anxiety and risk of sick leave
- Mistrust towards colleagues and management
- Lower self-esteem
- High risk he quits his job
- Add more in the chat

How has he dealt with the situation so far?

- Cleaning up the place without telling anyone.
- Hoping his colleague notices it and shows appreciation.
- A few months counselling without learning how to move forward.
- Trying to find ways to become tougher because he shouldn't feel like this.

*Resilience isn't just bouncing back,
it is leaping forward.*

– J John –

The spring



How to coach people on an emotional level?

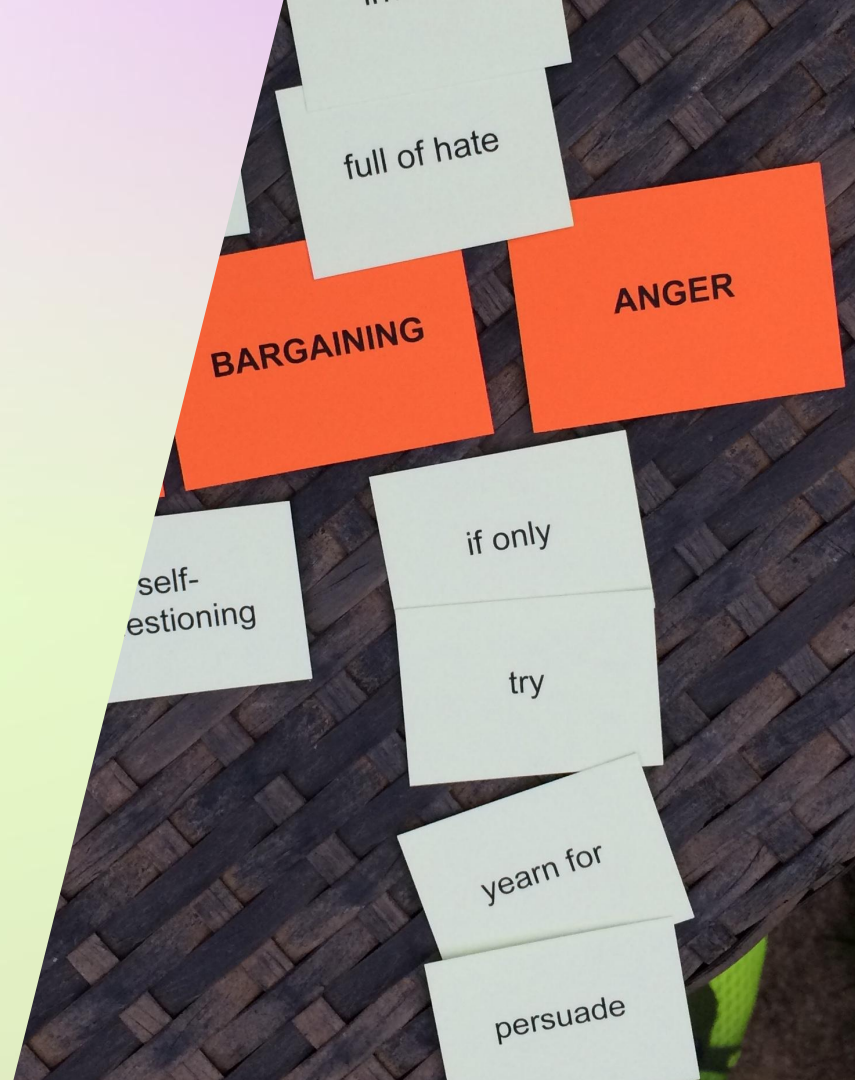
Donts

- **Help them to build resilience with techniques to distract themselves.** (They help temporarily, but they won't bring long-term change. They can lead to total breakdown.)
- **Everything is going to be ok.** (You don't know that.)
- **It's ok not to be ok.** (It can help the person to calm down but tangible help must follow, otherwise it can feel like a rejection.)
- **How can I help you?** (The answer is likely 'I don't know', and you must have a plan B for the conversation.)

*Unpleasant emotions are a
call to defend your values,
not a sign of defeat.*

– Sven Lauch –

Three stages of the Emotional Logic coaching method



Ask: What have you lost? What are you afraid of losing?

- Concentration
- Justice
- Job
- Sense of belonging
- Being good enough
- Feeling safe
- Peaceful work environment
- Trust in leadership
- Trust in colleagues
- Confidence to process a situation like this
- Confidence to move on
- Ability hold himself together and not to explode
- Belief that this vicious cycle of repeating patterns would eventually stop
- And more...

Ask: What do you feel you are unable to offer to others?

- A sense of warmth and friendliness
- A sense of belonging
- A welcoming atmosphere

**These values go like a red thread through all his life.
They are his motivators and alarm bells.
Since we named them, I know how to connect with him.**

Help to create
a SMART action plan
to recover one of the losses/values
that he feels confident about.

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Q&A



Want to learn more?

Register your interest in Emotional Logic seminars and courses at

<https://eyesup.eu/cmi>

Let's connect on LinkedIn

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