SAFESTART® FORUM

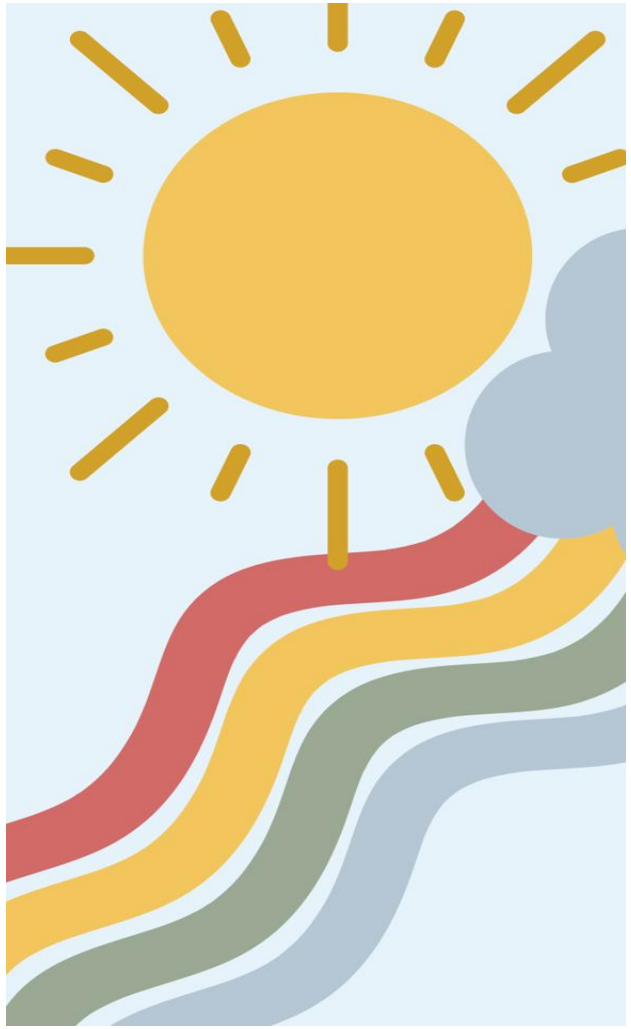
FRANKLIN Tennessee
OCTOBER 20–21
2026



CREATING A POSITIVE WORKPLACE CLIMATE: STRATEGIES FOR SUCCESS

Stacey Brooks, CSP & Lori Huggins McGary

INTRODUCTION INSTRUCTIONS



- If your mood were today's weather, what would it be?
  - Share your name
  - Weather condition
  - And if you feel comfortable, why?

SESSION GOAL

Describe and create a positive climate in which everyone feels:

- Connected & supported
- Respected & valued
- Inspired & excited
- Emotionally safe & comfortable



LEARNING OBJECTIVES

Participants will:

- ✓Practice emotional check-ins
- ✓Create group agreements and learn how to apply them in any setting
- ✓Recognize the four tools for building a positive workplace climate

Do not edit
How to change the design



What do you expect to get out of this presentation?

ⓘ The Slido app must be installed on every computer you're presenting from

slido

Do not edit
How to change the design



To feel this way, what behaviors will we commit to during this session?

ⓘ The Slido app must be installed on every computer you're presenting from

slido

Do not edit
How to change the design



What will we do when we feel we or someone else is not abiding by the agreements?

ⓘ The Slido app must be installed on every computer you're presenting from

slido

CREATING EMOTIONAL SAFETY



WHY EMOTIONS MATTER

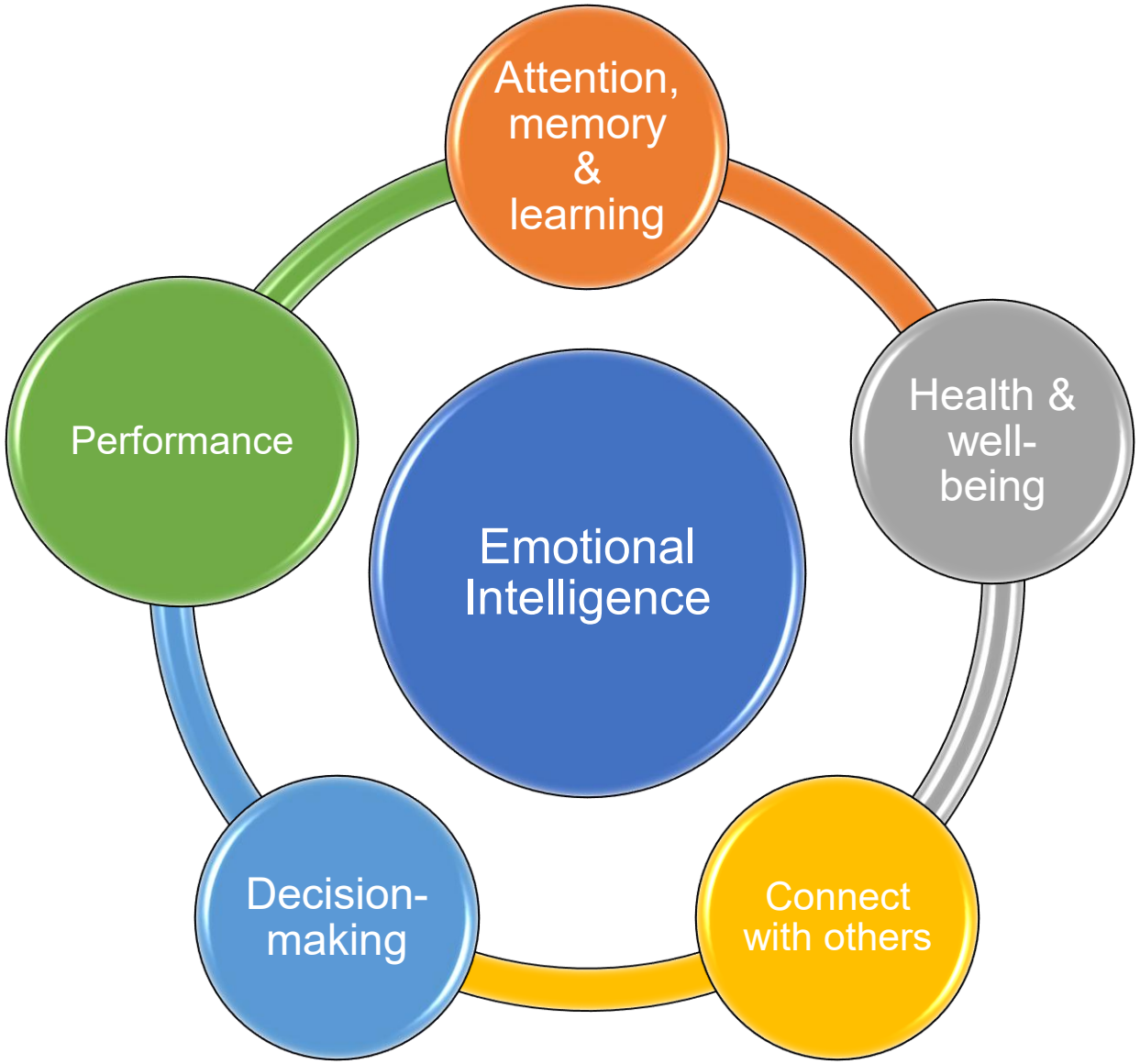
Emotions: Immediate reactions to experiences.

Moods: Longer-lasting emotional states.

Social Emotional Learning (SEL): Learning skills to manage emotions, build relationships, and make responsible decisions.

Emotional Intelligence: The ability to recognize, understand, and manage emotions effectively.

EMOTIONS IMPACT:



R.U.L.E.R. SKILLS

SAFESTART® FORUM

Yale Center for Emotional Intelligence

RULER Emotional Intelligence Framework

R	Recognizing emotions in self and others
U	Understanding the causes and consequences of emotions
L	Labeling emotions accurately
E	Expressing emotions appropriately
R	Regulating emotions effectively

R.U.L.E.R. SKILLS – RECOGNIZING EMOTIONS

Yale Center for Emotional Intelligence

Dr. Marc Brackett, Director of Yale Center for Emotional Intelligence

R.U.L.E.R. SKILLS – RECOGNIZING EMOTIONS

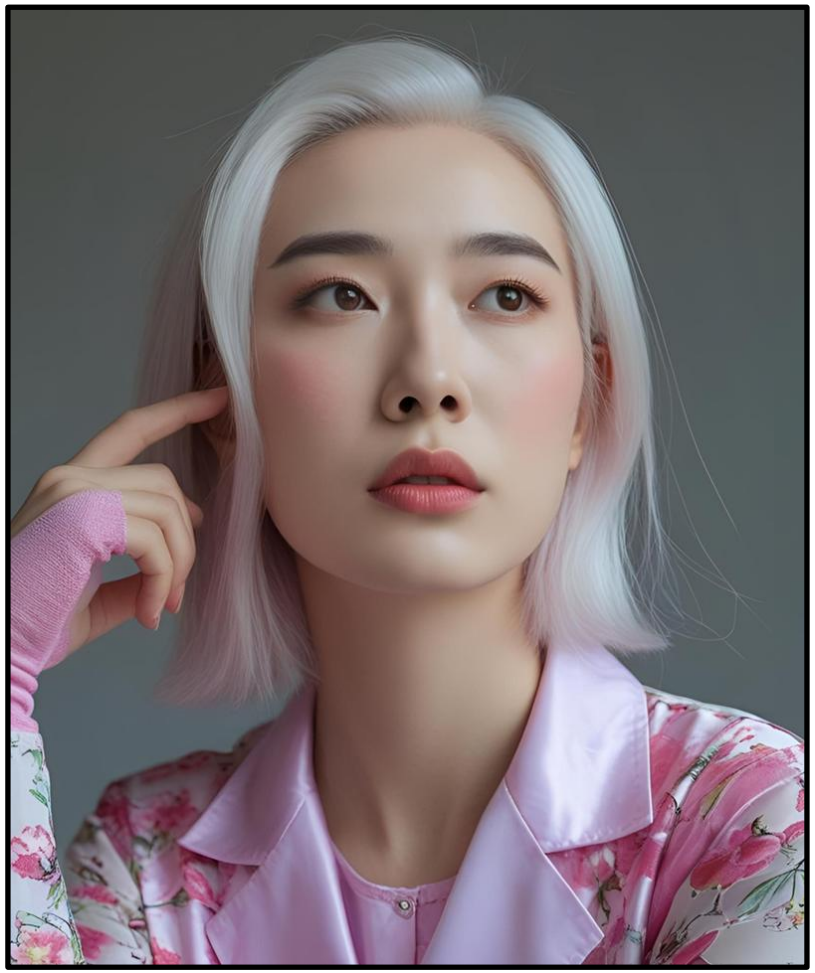
Identifying emotion in oneself and others by interpreting facial expressions, body language, vocal tones, and physiology. It helps you:

- Communicate our needs
- Know what others need and when they need emotional support
- Have positive social interactions
- Support one another and work effectively in teams

R.U.L.E.R. SKILLS – UNDERSTANDING EMOTIONS

Knowing the causes and consequences of emotions including the influence of different emotions on thinking, learning, decisions, and behavior, help us:

- Anticipate, manage, or prevent unwanted feelings in ourselves and others
- Promote wanted feelings in ourselves and others
- Support emotional needs



R.U.L.E.R. SKILLS – LABELING EMOTIONS

Giving emotions a name and having and using a rich vocabulary to describe the full range of emotions. It helps us:

- Build self-awareness
- Communicate our needs and reduce miscommunication
- Appropriately manage our feelings: “Name it to tame it!”
- Help adults learn new vocabulary to express their feelings.



R.U.L.E.R. SKILLS – EXPRESSING EMOTIONS

Knowing how and when to express emotions with different people and in multiple contexts.

- It is influenced by individual differences, social norms, culture and situations.
- It helps us:
  - Act appropriately in social situations
  - Properly model social behavior for one another



R.U.L.E.R. SKILLS – REGULATING EMOTIONS

Managing emotions, both our own and others', requires clear goals and effective strategies.

Goals: To feel more, less or the same amount of feeling

Strategies: Shifting how we think or what we do.



R.U.L.E.R. SKILLS – REGULATING EMOTIONS

Breathing Exercises

Positive Self-Talk

- *saying positives things to oneself*

Positive Reframing

- *shifting our thinking about something that is bothering us – changing the storyline*



PRACTICE: REGULATING EMOTIONS STRATEGIES



GROUP REFLECTION & DISCUSSION

SAFESTART® FORUM

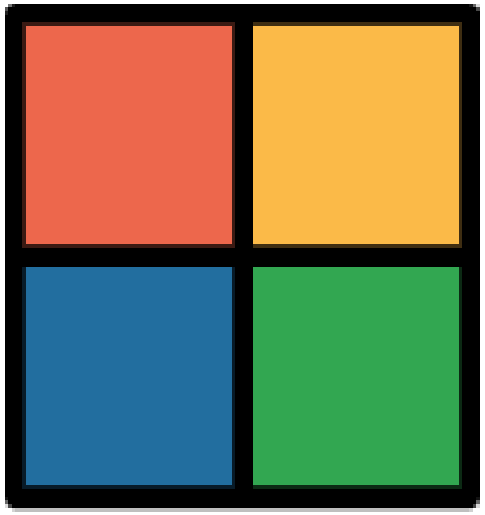
Yale Center for Emotional Intelligence

What?	• What did you learn from the R.U.L.E.R. skills? • What was the main take away?
So What?	• Why do you think that this might be important to your work as a safety professional?
Now What?	• How will you use the R.U.L.E.R. skills when working with and leading others?

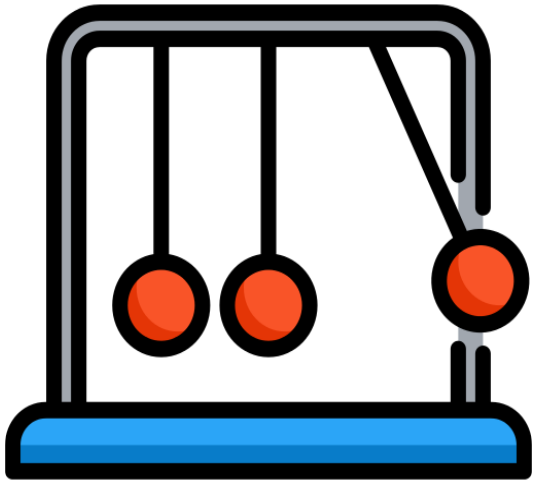
INTRODUCTION TO THE R.U.L.E.R. TOOLS



Collaborative Agreement



Mood Meter



Meta Moment



Blueprint

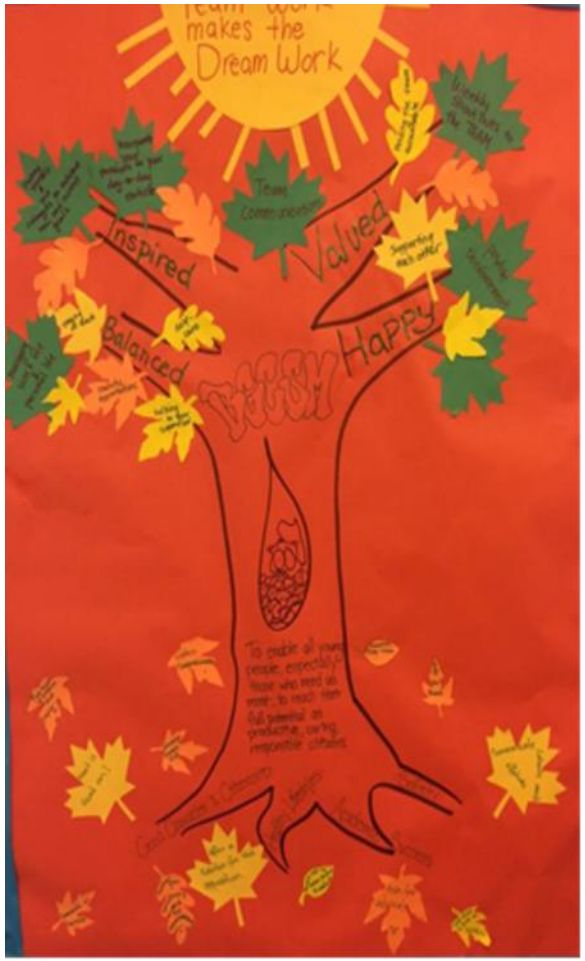
R.U.L.E.R. TOOLS – COLLABORATIVE AGREEMENTS

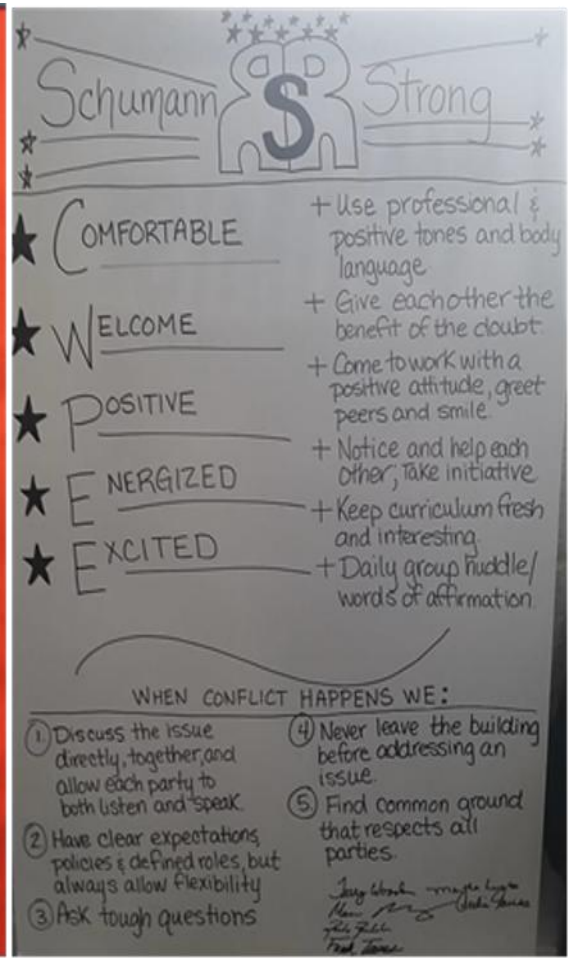
A set of agreements about a group of people want to feel in their shared environment.

It's an agreement rather than rules.

A process and product that answers three questions:

- How do you want to feel when you're together?
- To have these feelings every day, what behaviors do we need to exhibit?
- How will we prevent and manage conflict when it arises?

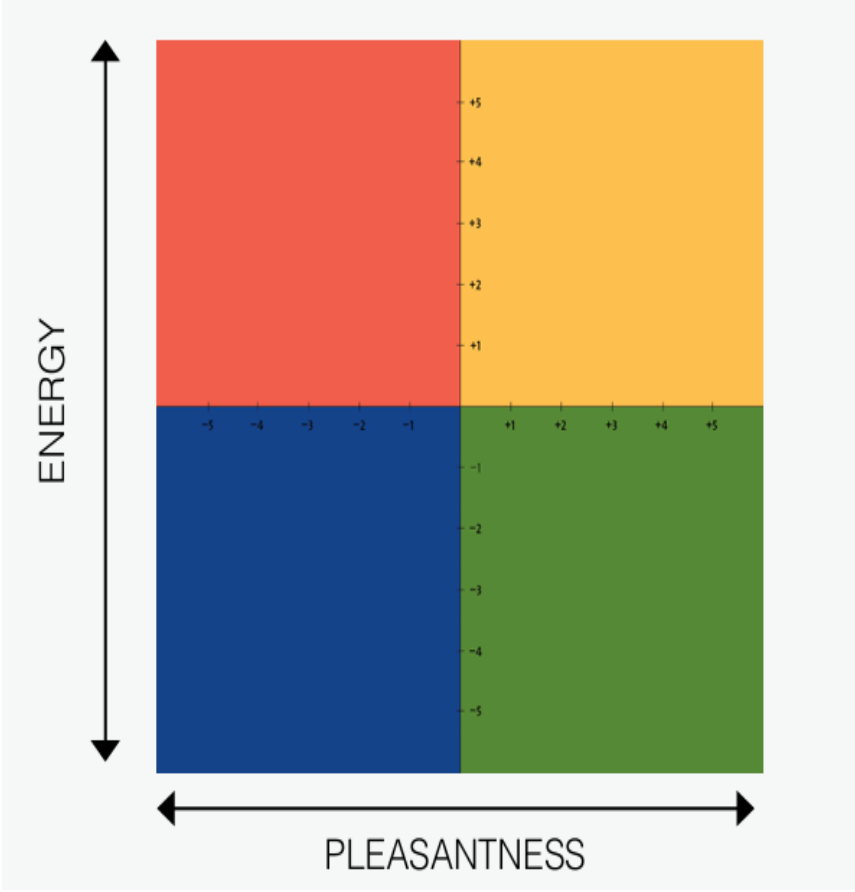




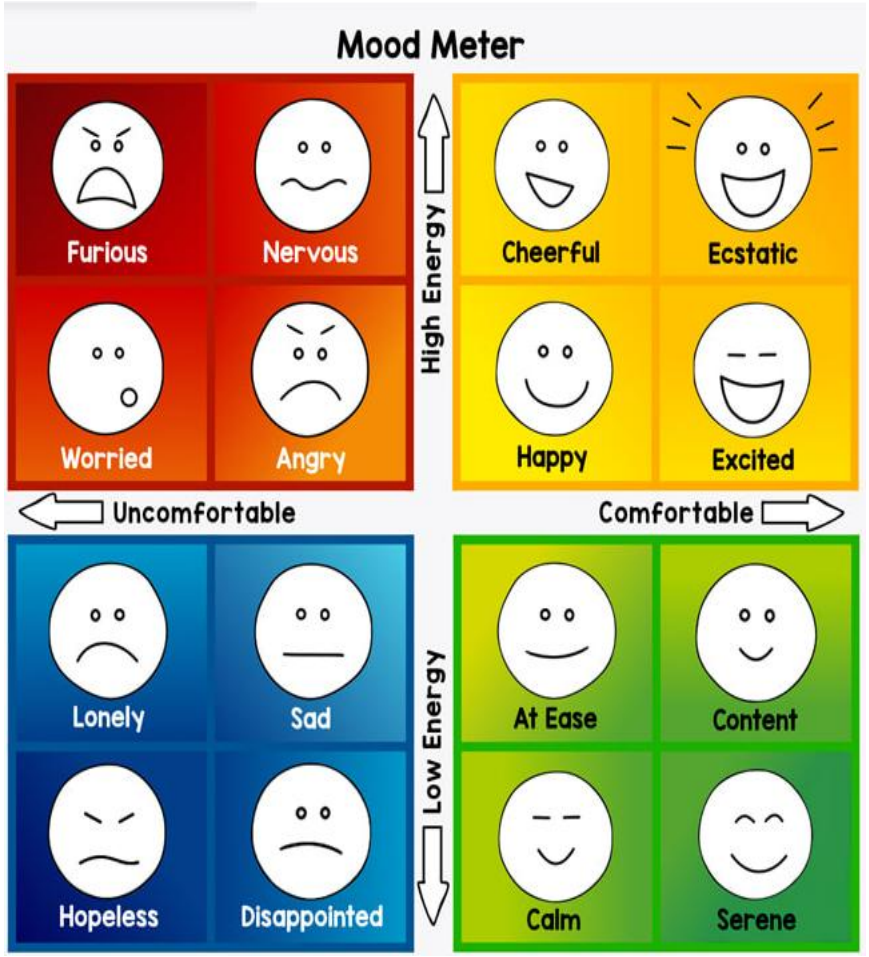
R.U.L.E.R. TOOLS – MOOD METER

How are you feeling today?

- **Blue:** Low energy, low pleasantness (e.g., sad, lonely, discouraged)
- **Green:** Low energy, high pleasantness (e.g., calm, secure, content)
- **Yellow:** High energy, high pleasantness (e.g., happy, excited, inspired)
- **Red:** High energy, low pleasantness (e.g., angry, anxious, frustrated)



R.U.L.E.R. TOOLS – MOOD METER

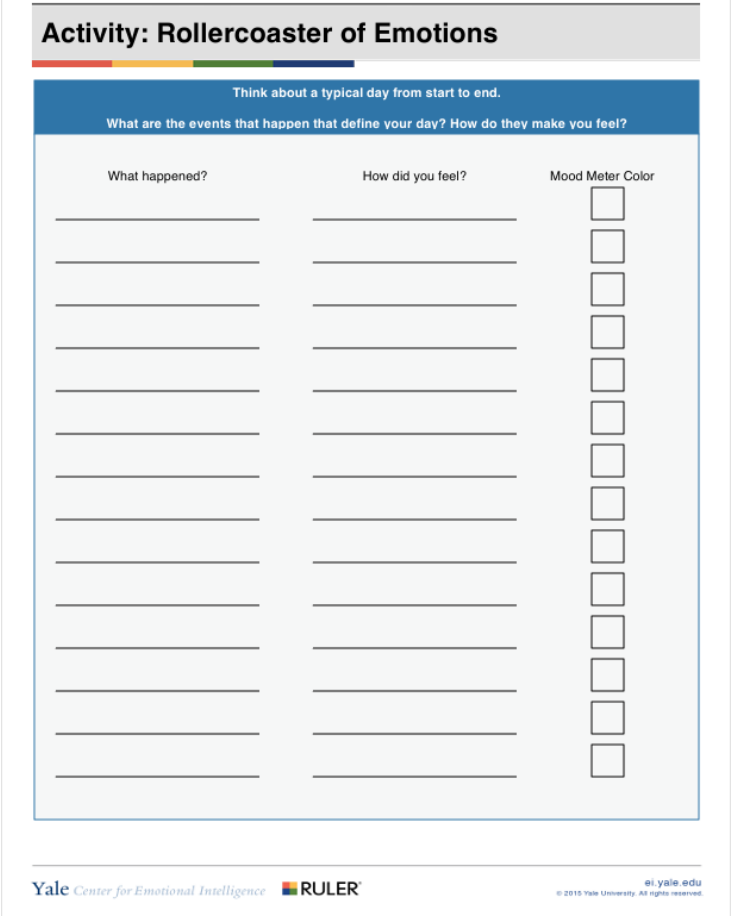




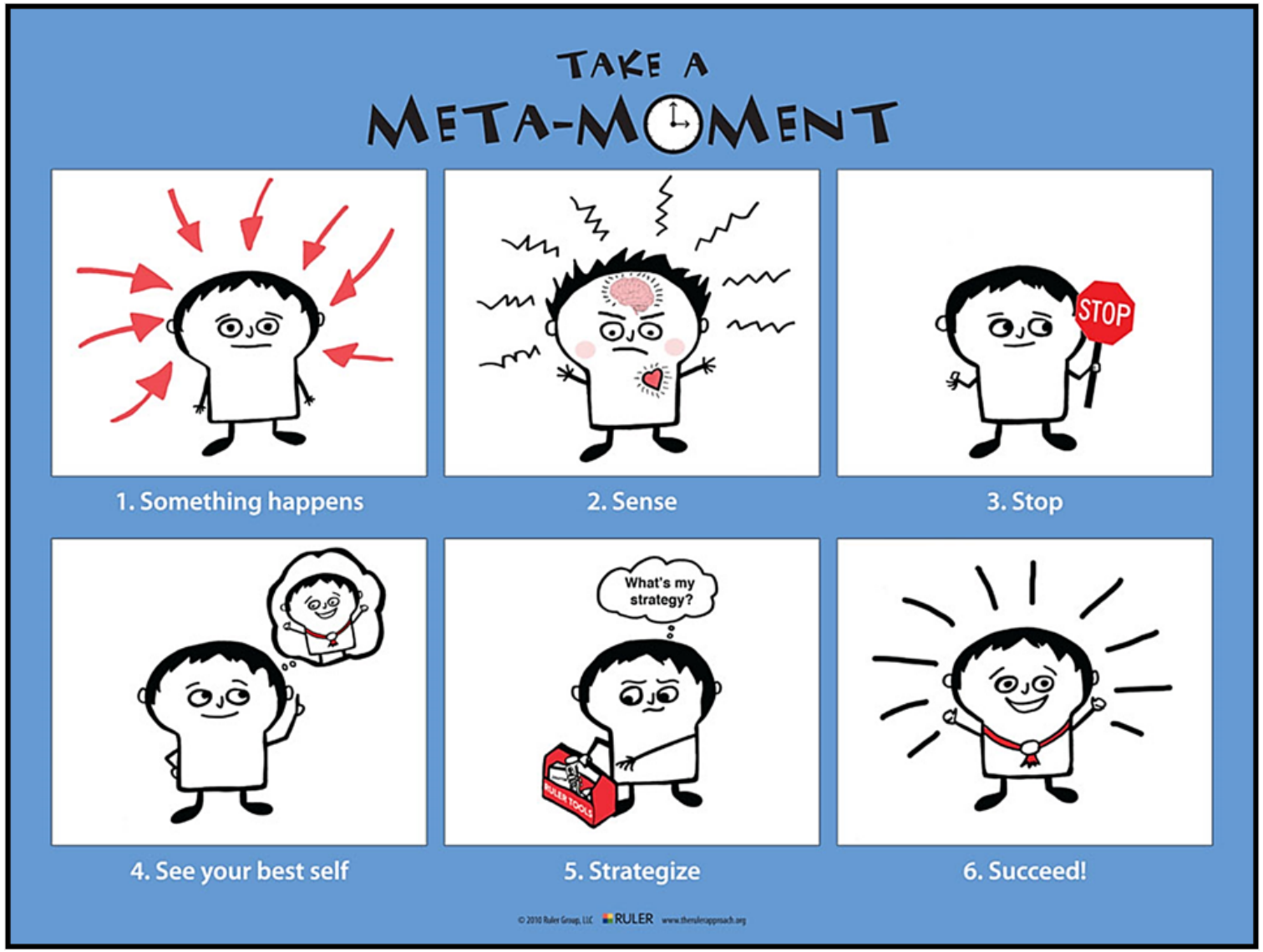
ACTIVITY – ROLLERCOASTER OF EMOTIONS

Implementing the R.U.L.E.R. Tools

- Think about a typical work day from start to end.
- What are the events that happen that define your day?
- How do they make you feel?
- Assign a Mood Meter Color – red, yellow, blue, green



R.U.L.E.R. TOOLS – META MOMENT



ACTIVITY – META MOMENT TRIGGERS

With your table group, brainstorm as many triggers as you can think of that might happen during a typical work day.

Make a list of triggers that most affect you at work.

Reflection:

- How might recognizing your triggers help you respond rather than react?



R.U.L.E.R. TOOLS – BLUEPRINT

Describe	What Happened?	
RULER Skill	**Me**	**Other Person**
Recognize & Label	How did I feel?	How did ____ feel?
Understand	What caused my feelings?	What caused ____'s feelings?
Express & Regulate	How did I express and regulate my feelings?	How did ____ express and regulate their feelings?
Reflect & Plan	What could I have done to handle the situation better? What can I do now?	

- Help manage conflict effectively
- Learn problem- solving skills
- Build empathy through perspective-taking

REFLECTION QUESTIONS

Reflect on a time when you were assigned an important task and didn't feel fully prepared to take it on.

Which R.U.L.E.R. Tool would have helped you navigate this situation, and why?



REVIEW OF SESSION OBJECTIVES

Now you can describe how to implement a positive climate by using the R.U.L.E.R. skills and tools to build a positive workplace climate.

Practiced emotional check-ins.

Created group agreements and learned how to apply them in any setting.



THANK YOU FOR JOINING US!

Lori Huggins McGary
lhugginsmcgary@bgca.org
Mobile #404-219-9023

Stacey A. Brooks, CSP
sbrooks@bgca.org
Mobile #404-430-7506



SAFESTART® FORUM

FRANKLIN Tennessee
OCTOBER 20–21
2026



THANK YOU FOR ATTENDING! COMPLETE YOUR EVALUATION PLEASE!

SafeStart, a division of Electrolab Limited.

Copyright © 2026 by SafeStart.

All rights reserved.