



Institute of Emotions

# Online course: Emotional health for companies

Designed to create a lasting change in  
the life of your employees and in the  
productivity of your organization.



**Emotions are the  
engine that moves  
us to advance  
forward in life.**

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**Emotionally healthier  
organizations create  
more positive realities  
for themselves and for  
the world.**

It is important that emotions are present in our organizations, as they are necessary for cultural transformation, creativity and innovation.

01

# Institute of emotions

We teach all over the world how emotions impact people's health and well-being.

Institute of emotions, founded by Enric Corbera Institute, was born with the purpose of being a reference in the investigation of emotions. The Bioneuroemocion® method unifies the complexity of this knowledge.

We focus our efforts in knowing the emotional elements that condition our quality of life and offer more effective answers to overcome our limitations in different areas of development:

- In companies
- On sports
- In education

We have a specialized R&D team that focuses on studying the latest scientific, philosophical and humanistic advances related to emotion management, in order to improve and update the effectiveness of our Bioneuroemocion® method.

- We have trained more than 22.000 people worldwide.
- More than 7,500 people have attended our conferences during 2018.
- More than 1,200,000 follow our social networks.
- We have presence in more than 38 cities worldwide.
- We have a multidisciplinary team with more than 50 professionals.

## 02

# Institute of emotions at work

A project aimed at promoting emotional health in companies to increase their productivity and competitiveness

Who has not repeated the same type of roles in each job? How many times do we discuss about the same issues with our bosses and partners?

The success of a company is not only a matter of the operational responsibility of its employees. There is another type of responsibility, called emotional responsibility that has equal or more importance than the first and has long been overlooked as an important factor in human advancement, both personally and professionally.

People that are capable of taking responsibility for their emotional states and overcoming day-to-day conflicts and problems are much more productive than those who only prioritize rational, technical and operational responsibility.

Issues such as: not losing your nerves, handling conflicts, hurries or addressing moments of uncertainty, are skills that do not arise from rational intelligence or work experience, but from the emotional health of employees.

**Much of the success of an organization is intrinsically linked to the management of people's feelings and beliefs.**

# 03

## Our methodology

**Bioneuroemocion®** is a method based on scientific, philosophical and humanistic disciplines that offers a deep understanding of the origin of our emotional conflicts

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Bioneuroemocion® focuses mainly on the inversion of thought: we move from the percepción of external circumstances as the cause of our problems, to understanding the responsibility we have when they appear.

**Bioneuroemocion® applied to the company** allows its managers to introduce healthy habits of emotional management and self-knowledge to promote well-being.

Bioneuroemocion® is contrasted by more than 22,000 people around the world. Its effectiveness is recognized by:

Through a pre-post system using the PWPS (Psychological well-being scale) and SF36 (Quality of life scale) questionnaires, we have empirically demonstrated that training in Bioneuroemocion improves people's emotional well-being.

Especially noteworthy are the scores of the subscales "Personal Growth" (PWPS), "General Health" (SF36), "Vitality" (SF36), "Mental Health" (SF36) emotional and self-knowledge to promote well-being.



FACULTAD  
DE MEDICINA  
Universidad Nacional  
del Nordeste



**The Bioneuroemocion® method is composed of 4 steps**



**CONDUCT**

Work on a specific stress situation and detect non-adaptive behavior.



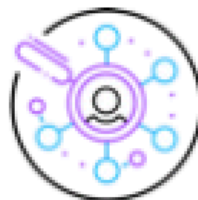
**BELIEFS**

Look for unconscious thoughts that make us react to stress.



**PERCEPTIONS**

Track individual filters and learned performances in each specific conflict.



**FAMIL LOYALTY**

Seek the association between situations of difficulty experienced with those of our family history.

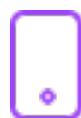
## 04

# Online course: Emotional health for companies

It is a course designed to create a lasting change in the life of your employees and in the productivity of your organization.



**2 months**  
4 hours a week  
Total schedule flexibility



**100% Online**  
Course accessible from any device.

### Who is this course for?

There are high levels of absenteeism and labor turnover. There are constant clashes with the authority.

Passive, aggressive or passive-aggressive communication styles are used. That are looking for more guilt than solutions when conflicts arise.

There are conflicts when working in teams with people of different opinions and convictions. Health problems often arise from stress, demotivation or emotional stress.

### What will you learn in this course?

Stress and interpersonal conflicts at work reduce the productivity of companies. This online course is designed to help anyone working in an organization to overcome the conflicts they suffer both at work and in their personal lives. In this way we improve the

health of your employees and help increase the productivity and competitive value of organizations.

### General objectives

**Improve** the emotional stability of employees and the ability to resolve conflicts in the company, thus promoting healthy relationships between colleagues.

**Identify** repetitive emotions and behaviors: become aware of why certain situations that generate stress are repeated and thus focus on conflicts in another way.

**Learn** to communicate effectively with all the people who make up the company.

**Generate** a healthy bond with oneself, which positively affects the way people interact with others.

**Increase** the level of involvement and promote a proactive model instead of being reactive towards conflicts.

**Increase the level of reflection and self-inquiring:** Making each person capable to question their values and their belief system, since in many occasions the limiting beliefs interfere with the potential and professional development.

### Study methodology

This is a personalized training where each employee can independently manage their own learning, according to their own rhythm and interest, always accompanied by a professional in emotional health.

You will have a multimedia application that will allow you to track the implementation and evolution of the teaching / learning process daily.

You will have at your disposal all the materials of the different thematic units and multiple resources to learn and apply the methodology (readings, videos, discussion forums, etc.).

You will have spaces for interaction and cooperative learning.

The course will allow you to freely organize the time dedicated to learning, adjusting to your personal needs.

### COURSE CONTENTS

- **BLOCK 1:** Stress management and emotional regulation strategies.

- **BLOCK 2** Discovering your potential: beliefs and motivation.

- **BLOCK 3:** Learning and transformation opportunities.

- **BLOCK 4** The family and the company: repeated roles.

## Course Contents

### BLOCK 1

#### Stress management and emotional regulation strategies.



In this block we will develop skills such as empathy or active listening and learn to communicate in an authentic, respectful and effective way. It will teach to detect what situations make us get into stress and how to deal with them to learn from them instead of suffering them.

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#### Competences to develop

- Ability to recognize how I react emotionally and behaviorally to a difficult situation. Predisposition to conceive stress as something necessary and positive.
- Ability to assume responsibility for an interpersonal conflict.
- Predisposition to understanding and being compassionate, and able to understand the other person beyond their behavior.
- Ability to respond appropriately to a negative message from another person.

#### Data we will obtain

What type of situations usually generate stress or usually pose a difficulty within the team.

How the members of the organization usually react emotionally and behaviorally to certain situations.

What kind of communication errors people make within the company.

## Course Contents

### BLOCK 2

#### Discovering your potential: beliefs and emotional motivation.

In this block we will discover the main factors that lead to the success of any project and the factors that can generate situations of stagnation and recession.

The purpose of this block is to identify those beliefs that keep us from expressing our full potential and that, at some point, are limiting our capabilities. Once identified, the objective will be to question them and then transform them for other more flexible and adaptive ones in our day to day.

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#### Competences to develop

- Increase of self-esteem, by promoting self-knowledge and self acceptance.
- Predisposition to the analysis and personal inquiry before a stressing situation, being able to identify the beliefs that are conditioning our character.
- Increased transparency and authenticity, being able to show your own limitations and weaknesses.

Ease to connect emotionally with others.

#### Data we will obtain

What kind of beliefs regarding identity usually limit the self-esteem of the members of the company.

What behavioral tendencies usually block them and prevent their development: excess of perfectionism, tendency to blame, inability to rely on others or ask for help, giving too much importance to what other people think, among other factors.

## Course Contents

### BLOCK 3

### Learning opportunities and emotional transformation.

At the workplace, there are many situations in which we judge our colleagues by specific situations, actions they perform or do not and should, according to our principles and values. These judgments are ways of projecting our emotional blockages and are a very interesting factor to investigate and get to know ourselves better.

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#### Competences to develop:

- Ability to reduce the needs and expectations that we place upon others and increase autonomy. Ability to sustain emotional balance in internal factors, increasing security and resilience.
- Acquire the habit of questioning one's perception, understanding that in many cases it is a strictly particular interpretation.
- Ability to take advantage of any interpersonal conflict to encourage growth and individual development.

#### Data we will obtain

What kind of judgments the members of the organization usually make against the people around them.

What level of empathy and ability to put oneself in the place of the other is taking place in the company.

What attitudes and behaviors do the employees not allow themselves to exercise and / or do not recognize as their own on a regular basis.

## Course Contents

### BLOCK 4

#### The family and the company: repeated roles.

The company represents a “symbolic family.” Unconsciously, we associate certain people in our work environment with some members of our family; reliving in this way, at work, a representation of the conflicts we have suffered with our parents, grandparents, brothers or partners.

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#### Competences to develop:

- Ability to recognize emotional reactions at work as projections of past experiences, thus reducing conflicts and favoring their resolution.
- Ability to recognize the influence that our family system has on our way of relating to the work environment, allowing us to focus on making significant changes.
- Acquire the habit of perceiving situations of interpersonal conflict as opportunities to get to know each other better and to improve professionally.
- Ability to transcend and overcome unconscious patterns acquired in childhood.

#### Data that we will obtain

What family ties - as well as their characteristics are usually projected in the company by the members of the organization. What compensatory behaviors are usually exercised at the working environment due to stress in the personal and family environment.

The purpose of Bioneuroemocion® applied to companies is to help them become an emotionally intelligent organism.

Teach people to manage with autonomy, to take responsibility for their emotional and capacities to resolve the conflicts of their day to day at their working and personal environment.

## 05

# The impact of the course on the company

At the end of the training, the managers of the company will obtain an emotional diagnosis about the influence of the course on the health and productivity of the organization

Our intervention will be accompanied by an empirical analysis consisting of the following phases:

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### FIRST PHASE

Through specific questionnaires, information is collected from all personnel on the following variables: work stress, psychological well-being, quality of life, emotional competencies and psychosocial risk.

### SECOND STAGE

Once the training is completed, these questionnaires are again administered to objectively measure the margin of improvement of the same variables and the results of the intervention.

This report will allow the board to know: emotional habits, behavioral tendencies, limiting beliefs of your team, among many other factors. A turning point to maintain and continue to improve the level of productivity and competitiveness of the organization.

The objective is to know to what extent the variables studied have improved and to create a personalized plan to continue improving the competitiveness of the company.



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# 06

## Contact

Institute of emotions is a project of Enric Corbera Institute.

### Institute of Emotions

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