

it's innovative
it teaches
it's a catalyst
it's effective



REACTIVE
MODEST
CALM SEEKING
FIERY
SELF-CONTROL
COOL-HEADED
HARNESS FEELINGS
COMPOSED
VIGILANT
EMOTION
CERNED
AGILITY
PRIVATE
CONFIDENT
SELF-AWARE

TAINS EMOTIONS
GROUNDED
ENTHUSIASTIC
STIMULATION SEEKING
ACHIEVEMENT-OR
EXPRESSES EMOT
UNASSUMING
ROUTINED
INNER-CONFIDENCE
SCEPTICAL
FOLLOWS FEELINGS
UNASSUMING
IMPASSIONED
RESILIENT

“ A wise man adapts himself to circumstances,
as water shapes itself to the vessel that
contains it

- Confucius

Lumina Learning has always been committed to new, creative approaches to personal development that help individuals better understand themselves and others. This understanding provides the basis for stronger interpersonal rapport as well as greater personal effectiveness.

Lumina Learning takes this perspective and applies it to the traditional perception of Emotional Intelligence to create a new model called Lumina Emotion. Traditional models typically see emotional intelligence as static, and defined by 'positive' qualities.

Lumina Emotion focuses on our *agility* in understanding, adapting and managing our emotions day to day in order to guide effective thinking and meaningful behaviour. This means that we need to:

a new approach

- Understand our emotions
 - notice our emotions
 - pay attention to our emotions
- Adapt our behaviour
 - notice and pay attention to other people's emotions
 - tune up and down our own behaviours to better connect with others
- Manage our emotions
 - process our emotions
 - flex our emotional response to suit the given context
- Take meaningful action
 - channel our behaviour towards our goals and values
 - continue to practice the 4 Agilities

The 4 Agilities

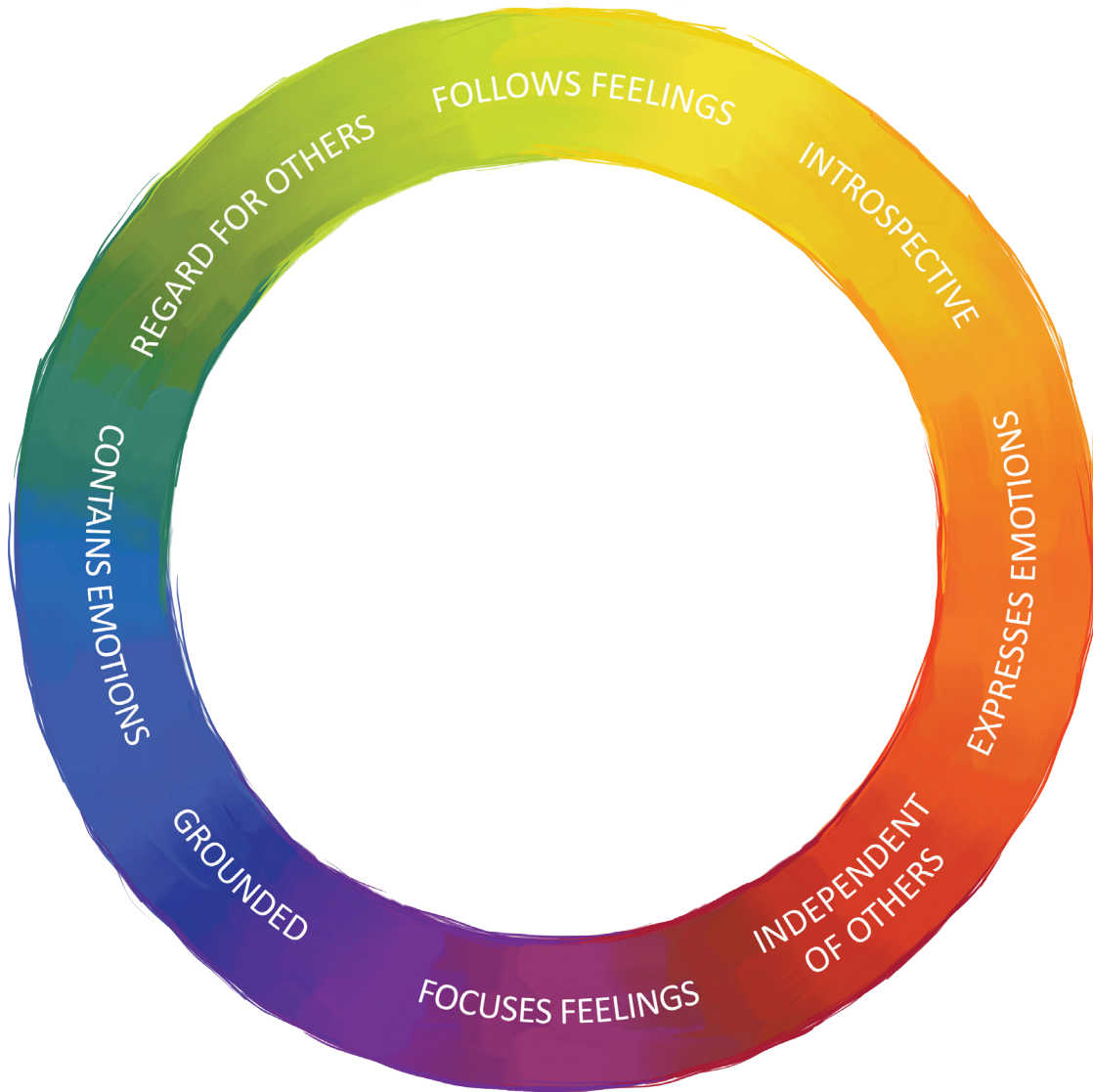


Lumina Emotion is Lumina Learning's pioneering new model of emotional intelligence that embraces the Big 5 in its entirety in order to revolutionise the way individuals treat emotional intelligence. The traditional view of emotional intelligence is that it is as a skill that you can learn. It is argued that emotional intelligence is distinct from personality which is considered a more inherent set of personal qualities.

Lumina Emotion is based on research that suggests that there is a strong overlap between constructs measured in emotional intelligence and personality traits. Lumina Emotion uses all of the 5 factors within the Big 5 model of personality to demonstrate that personality traits actually cover the majority of traditional emotional competencies. However, Lumina Emotion takes a holistic and balanced view, recognising that all traits can be helpful and effective in their own way. This is unlike traditional models of Emotional Intelligence, which tend to define EI as the most 'socially desirable' personality traits, suggesting that experiencing more negative emotions such as worry or self-doubt makes one less 'emotionally intelligent'. Lumina Emotion sees Emotional Intelligence as a practice of *managing* our personality effectively to suit changing contextual demands, whatever our traits may be.

When put into practice Lumina Emotion examines 4 core Agilities.

1. From a starting point of self-awareness, it is important to notice our internal narrative or 'self-talk'
2. It is then important to expand this awareness to others to better understand their emotions
3. Once you have this awareness the next Agility is about managing our emotions
4. Finally, all of these Agilities will help you to take meaningful action that lets you achieve goals in line with your core values



how does it work?

Lumina Emotion is created from your responses to an online 127-item questionnaire.

This questionnaire helps us to create a personalised portrait for you that covers the 16 Emotional Qualities and the 4 Agilities.

These different elements make up the Lumina Emotion model and are displayed in a range of engaging graphics and brought to life by a dynamic set of narrative statements. All of the content within the portrait is tailored to you and your responses to the questionnaire.

Lumina Emotion can be used on its own and may be delivered either through one-to-one coaching or as part of a facilitation for a team. It is very versatile and can play a role as everything from a diagnostic intervention tool to a development platform for personal and team growth.

Lumina Emotion can also be utilised as part of a broader development programme that incorporates Lumina Learning's other products like Lumina Spark, Lumina Sales and Lumina Leader.

how does it relate to your other products?

