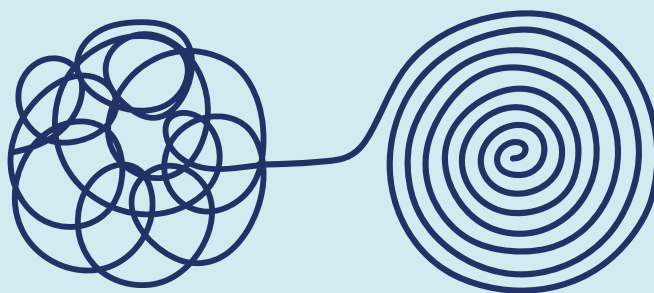


The Emotional Clarity Journal

A practical reflection tool for leaders



Welcome!

Emotional intelligence is not about feeling more.

It's about understanding better.

This journal is designed to help you build emotional clarity, not emotional overload. Use it briefly and regularly — after a meeting, a decision, or at the end of the day.

You are not trying to fix yourself.

You are collecting data.



How to Use This Journal

- Use this journal little and often (5–10 minutes is enough)
- Choose one interaction or moment, not the whole day
- Write plainly — bullet points are fine
- Curiosity matters more than insight

If you feel stuck, that's data too.

The Moment I'm Reflecting On

What happened? (Describe the situation factually - no interpretation yet)

Who was involved?

Why did this moment stand out for me?

Emotional Data (Without Story)

Instead of “How do I feel?”, ask “What showed up?” (e.g. “Defensiveness showed up in my tone”, “Silence showed up when I normally contribute”) - *notice the data before you interpret it.*

Emotions I noticed.

Where did I notice this in my body or behaviour?

My Immediate Internal Response

What did I assume in that moment? (e.g. about intent, competence, respect, risk)

What story did I start telling myself?

What felt most important to protect? (e.g. credibility, control, harmony, time, being right)

What I Did (or Didn't Do)

How did I respond outwardly?

What did I avoid saying or doing?

If I'm honest, what was driving that choice?

Making Sense of it

Looking back, what might this emotion have been signalling? (e.g. unclear expectations, values misalignment, pressure, fear of impact)

What part of this situation was within my control?

What part wasn't?

Pattern Spotting

Over time, patterns matter more than single moments.

Have I seen this reaction before?

☐ Often ☐ Occasionally ☐ Rarely ☐ First Time

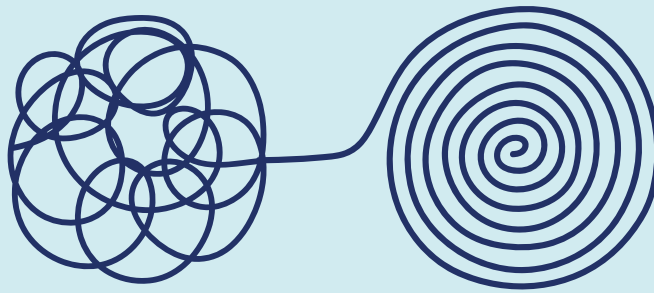
When this pattern shows up, I tend to:

<input type="checkbox"/> Push harder	<input type="checkbox"/> Avoid conflict
<input type="checkbox"/> Withdraw	<input type="checkbox"/> Seek reassurance
<input type="checkbox"/> Over explain	<input type="checkbox"/> Other: _____
<input type="checkbox"/> Get certain	

A More Intentional Choice (Next Time). This is not a commitment – just a consideration.

If a similar situation arises again, one small thing I could try is:

What support or clarity would help me do that? (e.g. feedback, preparation, boundaries, language)



Emotional Self-Awareness is not a destination. It's a leadership practice.



This journal is one small practice in a much larger capability: understanding how emotion shapes behaviour, decision-making, and leadership impact.

If you're curious to deepen this work, explore our insights, programs, and EQ-i 2.0 certification.



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