# **LESSON TOPIC:** Positive Affect and Negative Affect

## KEY POINTS

*Know these key points about the topic.*

- We all have our own natural mix of happiness and unhappiness.
- Knowing your PANAS profile will help you learn to manage your emotions.
- Three things to remember about PANAS:
  - All profiles have equal validity. None are right or wrong.
  - Each profile has unique strengths/weaknesses.
  - Research suggests that we can increase our well-being if we surround ourselves with complementary people.

## MATERIALS

*Share these resources with your group.*

- Online link to take **PANAS Questionnaire** or PDF copy of PANAS Questionnaire for each participant
- PDF copy of "What's My Affect?" activity for each participant
- Pens/pencils
- Timer

## INSTRUCTIONS

*Think of yourself as a group leader. Pose a question or start the conversation, and allow the group to engage. By discussing and interacting (rather than just listening to you talk), they will be better equipped to teach this topic themselves.*

- **Step 1: Take the PANAS**
  - Have each participant complete the PANAS Questionnaire. This can be done ahead of the lesson or during the first few minutes.

- **Step 2: Discuss as a Group**
  - Describe the four profiles to your group. These profiles are created by Arthur based on the PANAS Questionnaire. He uses these titles to emphasize the positive qualities of each.
    - Mad Scientist (always spun up about something)
    - Judge (sober and cool)
    - Cheerleader (celebrates the good and does not dwell on the bad)
    - Poet (has trouble enjoying good things and always knows when there's a threat lurking)
  - Ask questions and allow time for sharing.
    - "Does your profile surprise you?"
    - "What are some characteristics of your profile that you recognize in yourself?"
    - "Can you describe a time when your actions were in line with your profile?" Here you may model with your own example – a time when you were faced with a situation at work or in your family where you responded in a particularly "cheerleader/poet/judge/mad scientist" way.
    - "How can you better notice and support the needs of others who have different profiles?"

- **Step 3: Reflect**
  - Key takeaway: We all have our own natural mix of positive and negative emotions depending on our experiences circumstances and character. Through reflection and intention, we all can build our skills in emotional self-management.
  - Encourage members of your group to reflect on their own profile and ask them how they could use their knowledge to adapt to personal and/or professional environments.
  - Share the "What's My Affect" activity. This can be done now as a group and discussed or sent home with each member to do on their own.

- **Step 4: Encourage**
  - Ask your group members to consider sharing with others the concept of "affect" and the need for all types.

For more information about happiness, visit **www.ArthurBrooks.com.**

# PANAS QUESTIONNAIRE

The Positive and Negative Affect Schedule (PANAS) refers to the emotions or feelings that you might experience and display in terms of how these emotions influence you to act and make decisions. Positive affectivity refers to positive emotions and expressions such as joy, cheerfulness or contentment. Negative affectivity, on the other hand, refers to negative emotions and expressions such as anger, fear or sadness.

**Instructions:** This scale consists of words that describe different emotions. Find a time when you feel relatively neutral about life—neither unusually stressed out nor happier than normal. Respond to each emotion with 1–5 in the corresponding box on how you feel in general, not at this very moment.

**1—Very Slightly or Not at All  2—A Little  3—Moderately  4—Quite a Bit  5—Extremely**

| | | | |
|---|---|---|---|
| Interested | | Irritable | |
| Distressed | | Alert | |
| Excited | | Ashamed | |
| Upset | | Inspired | |
| Strong | | Nervous | |
| Guilty | | Determined | |
| Scared | | Attentive | |
| Hostile | | Jittery | |
| Enthusiastic | | Active | |
| Proud | | Afraid | |

**TOTAL OF ALL GRAY BOXES**

**TOTAL OF ALL WHITE BOXES**

**Scoring:** Add your gray boxes and white boxes separately.
Transfer the two numbers to the corresponding boxes on the next page to interpret your results.

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Development and validation of brief measures of positive and negative affect: The PANAS scales. *Journal of Personality and Social Psychology 54, No. 6* (1988): 1063.

# PANAS QUESTIONNAIRE

Arthur has designed four profiles to help us understand the results of the PANAS Questionnaire. Based on your PANAS scores:

- If you tend to express a lot of positive affect but express little negative affect, you are a cheerleader. You have lots of good moods and not too many bad moods.
- If you tend to show high negative affect and low positive affect, you are a poet. Lots of bad moods, fewer good moods.
- If you are high on both, you are a mad scientist. You have lots of strong emotions, both good and bad.
- If you are low on both, you are a judge. You don't get lots of strong moods on either side. You're really steady.

None of these profiles are good or bad. They just illustrate your tendencies. In fact, no matter where you sit, there's a role in life for which you are ideally suited. Remember, we need poets and judges, not just cheerleaders and mad scientists.

**TOTAL OF ALL WHITE BOXES** ☐

**TOTAL OF ALL GRAY BOXES** ☐

| | Lower Negative Affect 10–15 | Higher Negative Affect 16–50 |
|---|---|---|
| Higher Positive Affect 31–50 | CHEERLEADER | MAD SCIENTIST |
| Lower Positive Affect 10–30 | JUDGE | POET |

**MY PANAS PROFILE IS:** _____

# WHAT'S MY AFFECT?

Circle your affect profile from the PANAS Questionnaire.

**CHEERLEADER**

**MAD SCIENTIST**

**JUDGE**

**POET**

**Does this accurately describe you, or does it seem inaccurate? Were you surprised?**

_____

_____

**What are the drawbacks of this profile for a leader?**

_____

_____

**What are the advantages?**

_____

_____

**How do you plan to wire your professional aspirations to your profile?**

_____

_____

**How do you plan to remediate the drawbacks through personal growth, building a team, and getting outside counsel?**

_____

_____

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