

FEELING RULES

Your workplace is creating your emotional distress



ARE THERE "POSITIVE EMOTIONS"?

Not all displays of emotions are treated equally



INEQUALITY



"angry man"

capable, assertive, leader

"crying man"

requiring help



"angry woman"

belligerent, inept, shrill

"crying woman"

weak, unprofessional



emotions such as anger, sadness and frustration are judged much harsher when displayed by a woman

RACIAL STEREOTYPES

when workers of colour display emotions, their feelings can elicit a different response compared to white workers displaying the same emotions



If [BIPOC workers] were perceived to be angry, irritated, annoyed and frustrated, that usually would present a major problem, even if they weren't necessarily feeling angry, irritated, annoyed and frustrated, but the perception of that, particularly from white colleagues, could often spiral out of control and create additional difficulties and challenges for them at work.

- Adia Wingfield in her research on „feeling rules“



anger and other similar emotions are perceived in majority-white spaces as more “threatening” than similar emotions from white workers



emotional pressure

HOW SHOULD WE FEEL?



your emotions should be treated with respect no matter the race, gender or sexuality

