

# "Feeling rules" in the workplace

Unspoken social norms in every company around how workers are expected to feel in a given situation, and how those feelings should be displayed to other employees.

Not all displays of emotion are treated equally, it depends on each worker

## TWO MAIN TYPES OF INEQUALITIES IN COMPANIES



### Gender inequality



### Racial inequality

- "feeling rules" are applied differently to men and women
- emotions are taken much harsher when it comes to women

**MAIN CAUSES:** stereotypes, lack of women's **leadership**

- black employees must manage the emotions they produce in others or risk negative consequences
- staff members of colour were seen "radical" and "not viewed as team players" when they expressed feelings"

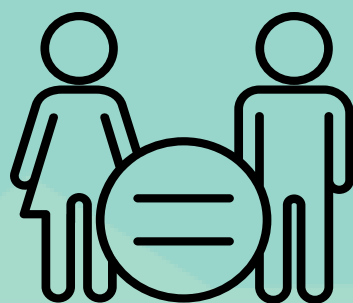
**MAIN CAUSE:** stereotypes



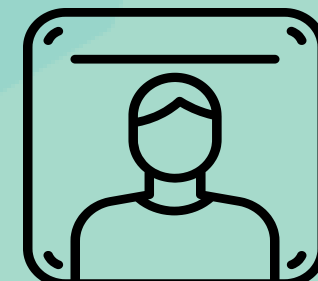
## HOW TO SOLVE THE PROBLEM?



Diversified workforce where differences are fully embraced, not just tolerated.



React and step up when you see any kind of inequality.



Step up for yourself immediately when you feel targeted without any reason.

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**EQUALITY MATTERS**  
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