

PHOENIX RISING | LESSON 3

Speaking Truth to Power

# Emotion Auction Workbook

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An interactive workbook for mapping your emotional portfolio, conducting your personal Emotion Auction, and reclaiming feelings as leadership data.



PHOENIX RISING

Anti-Racism Leadership Programme

[oxytocin-anti-racism-training.com](http://oxytocin-anti-racism-training.com)

*"I used to think professionalism meant feeling nothing."*

## About This Workbook

This workbook accompanies Lesson 3: Speaking Truth to Power. The Emotion Auction helps you discover which emotions you over-invest in, which you avoid, and how this shapes your practice as a healthcare leader.

*Emotions are data, not disruption. The courage to feel fully is itself an act of anti-racist leadership.*

## Part 1: Your Emotional Portfolio

Rate your relationship with each emotion. How comfortable are you expressing it at work? (1 = completely avoid, 5 = freely express)

Emotion	Rating (1-5)	When do you suppress it?	What does suppressing it cost?
Anger			
Sadness			
Joy			
Fear			
Frustration			
Compassion			
Guilt			
Pride			
Shame			
Hope			

Grief			
Courage			

## Part 2: The Emotion Auction

You have 100 'emotional tokens' to spend. Distribute them across the emotions below based on how much energy you currently invest in each. Then reflect on the pattern.

Emotion	Tokens Spent	Why this much?
Anger		
Fear		
Joy		
Compassion		
Guilt		
Hope		
Shame		
Courage		
<b>TOTAL</b>	<b>= 100</b>	

**What pattern do you notice? Where is most of your emotional energy going?**

**If you could redistribute your tokens, what would change? What emotion deserves more investment?**



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*"Emotions are not the enemy of good care—they are the compass."*