



MESI Moments

#OneTeam,

Imagine this: You are driving your car when a yellow light suddenly starts flashing on the dashboard. You notice it with some apprehension but feel unsure what it means so you keep driving.

Now, imagine this: You are driving when a yellow light shaped like a gas pump suddenly starts flashing on your dashboard. You notice it, and then name it because you've seen it before: Your car needs gas. At the next gas station, you pull over to fill it up before you continue your trip.

Emotions are a lot like that car dashboard light. They are specific sensations that alert us when something needs our attention and provide important information about our values and needs. A key part of using the EVENT Framework is learning to name your emotions with precision. This skill is called **emotional granularity** and it helps us experience and work through our emotions more fully. For example, what feels like 'happy' might actually be joy, gratitude or playfulness. Emotional granularity also enables us to make more informed choices - for instance, you might choose a very different response if you label your emotion as frustration, embarrassment, or sadness rather than stopping at 'anger'.

Emotional Granularity | The ability to notice specific emotions and name them with a high level of accuracy and nuance.

MESI Practice | Emotional Granularity

Here are ways that you can get started building emotional granularity.

Learn | Expanding our emotional vocabulary gives us a more nuanced selection of emotions to choose from when naming our own feelings. It may even give us brand new emotions that we didn't have a name for before, like "sisu" or "meraki".

- Listen: [ReThinking Podcast Episode](#) with Adam Grant and Lisa Feldman Barrett (Spotify)
- Read: [Atlas of the Heart](#) by Brené Brown (book); [3 Ways to Better Understand Your Emotions](#) by Susan David (HBR article)
- Watch: [Inside Out](#) & [Inside Out 2](#) (movie trailers), [Atlas of the Heart](#) (Max)
- Interact: [MESI Essentials Module 4](#) & [MESI Essentials Module 5](#) in KIT

***Sisu** = A Finnish word for a unique blend of resilience, determination, and courage, and inner strength in the face of extreme adversity; **Meraki** = A Greek word for putting something of yourself into what you do with creativity, passion, and care; often used to describe the love and soul you put into your work or a project.

Practice | You can build emotional granularity any time by simply paying attention to what you are feeling in the moment and then naming the emotion(s) you experience as accurately as possible. It does not have to be a very intense feeling - naming more 'mundane' or commonplace emotions is just as effective! Download one or more of these resources to get started:

- [MESI Emotions Wheel](#) (PDF in Box and also in the Little Book of MESI)
- [How We Feel](#) (app)
- [Atlas of the Heart List of Emotions](#) (PDF download)

The more you practice labeling your emotions, the better you'll be at understanding the values and needs behind each feeling and choosing your response accordingly.