Glad
Optimistic – Euphoric

Sad
Disappointed – Depressed

Mad
Frustration – Anger

Scared
Cautious – Terrified

Four on the Floor

Focus on solutions by avoiding binary conflicts

Purpose

Discussion of emotionally charged ideas and proposals; creating constructive conversations; avoiding unnecessary conflict and manufactured 'sides'; making sure all voices are heard in a supportive, safe forum.

Process

1 Divide room into four regions representing the four primary emotions – Glad, Sad, Mad & Scared.

2 Propose a statement, strategy or action in clear terms, such as "Starting the first of next month, the company will do X." Make clear who owns the final decision.

3 Ask participants to move to the part of the room that best represents their gut reaction to the statement – Mad, Glad, Sad or Scared.

4 Have people explain why they chose as they did.

5 Listen for surprises. Ask follow-up questions. Record potential hurdles and benefits. Recognize red flags.

6 Remember: There are no good or bad emotions
Ask: What would have to change for you to move to Glad?