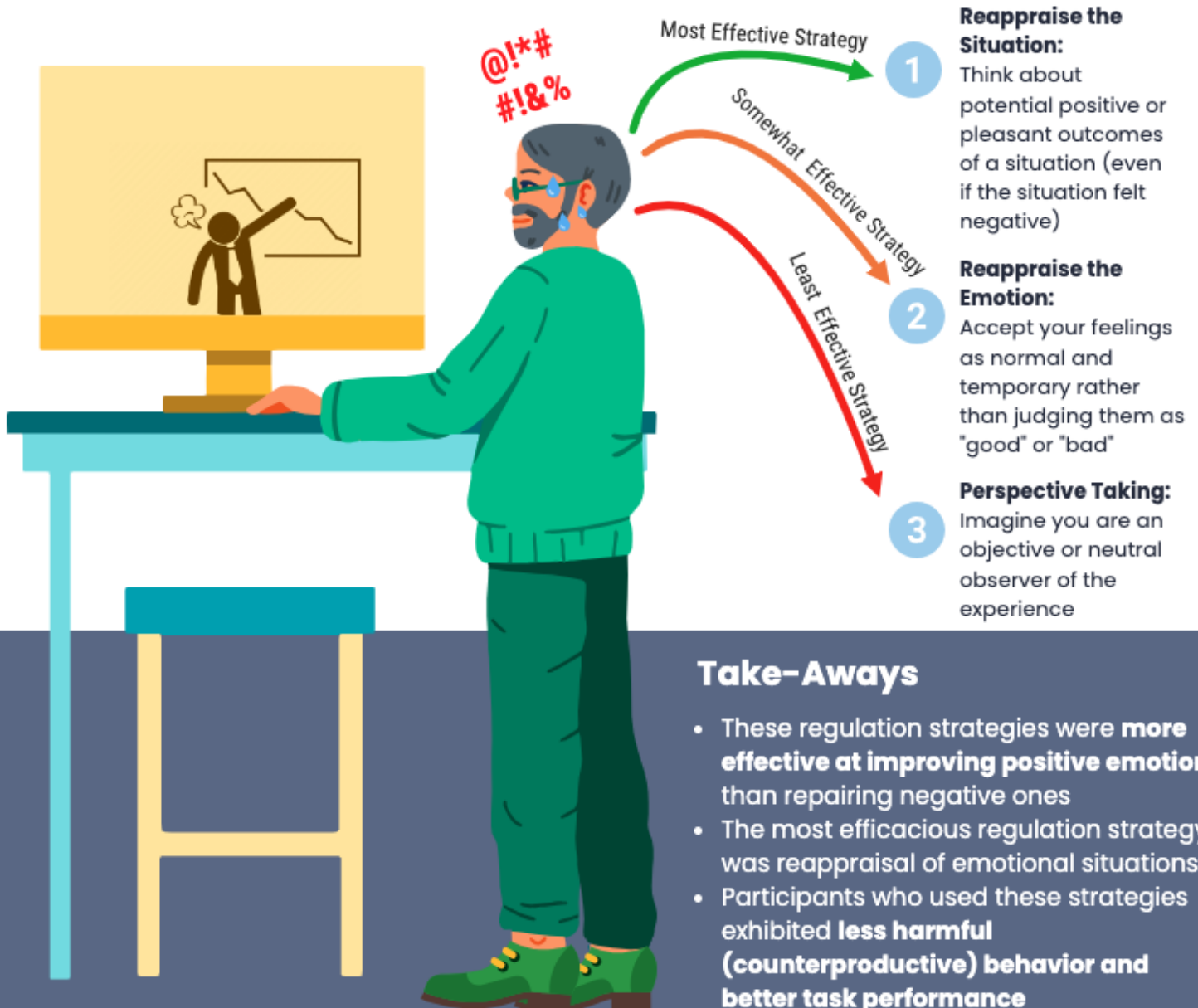


# "JUST-IN-TIME" ADAPTIVE INTERVENTIONS FOR EMOTION REGULATION

Emotions influence employees' well-being and job performance. In particular, **negative emotions can result in harm for employees**, their significant others, and the organizations that employ them. As such, **emotions need to be regulated**: negative emotions need to be repaired and positive emotions need to be maintained or enhanced.

There are many ways to regulate emotions at work, but emotion regulation is not easy!

To help employees regulate their emotions, **we developed and tested 3 different emotion regulation strategies** employees can use during times when emotion regulation is most needed during the workday.



## Take-Aways

- These regulation strategies were **more effective at improving positive emotions** than repairing negative ones
- The most efficacious regulation strategy was reappraisal of emotional situations
- Participants who used these strategies exhibited **less harmful (counterproductive) behavior and better task performance**