



MARATHWADA MITRA MANDAL'S

SHANKARRAO CHAVAN LAW COLLEGE

Accredited with 'A' Grade by NAAC

202/A, DECCAN GYMKHANA, PUNE - 411 004.

Affiliated to Savitribai Phule Pune University & Approved by Bar Council of India, New Delhi
(Permanent Reg. No. - Id No. : PU / PN / Law / 179 - 2002)



Late. Shri. Shankarrao Chavan
Founder President

Shri. Shivajirao D. Ganage
President

Prin. Bhausaheb Jadhav
Exe - President

Date: 02/07/2023

Equal Opportunity Cell
Organizes

One Day Faculty Development Program

"REGULATING EMOTIONS - A PATH TOWARDS RATIONAL LIVING"

Name of the activity

A full day Faculty Development Program (FDP) was conducted for teaching and support staff of Shankarrao Chavan Law College (SCLC) on 14th June, 2023 and 1st July, 2023 respectively. The topic of the faculty development program "Regulating Emotions- A Path Towards Rational Living"

Object of the activity and beneficiaries

- The motive for conducting this workshop was to improve the emotional quotient (EQ) of staff members, and in turn improve several other parameters like self-confidence, perception of their problems, relationships and overall quality of life.
- The session started with helping participants first understand about the theories of psychology and how psychology has evolved. The focus today on Positive psychology and cognitive theories was also emphasized.
- The beneficiaries of this faculty development program were teaching and non- teaching staff members of Shankarrao Chavan Law College, Pune.

Resource Person

The workshop was facilitated by **Ms. Dhanashree Ghare** who is the **Counselor at Marathwada Mitra Mandal group of Institutes**. She has a degree in Educational Psychology from Savitribai Phule Pune University (SPPU), and a further Masters (MS) and Specialist degree in Education (EdS) with concentration in School Psychology, from the University of Dayton, Ohio. She has been trained in Rational Emotive Behavior Therapy at the Institute of Psychological Health IPH.

Details of the Program

This one day faculty development program was organized by Dr. Renu Naidu, Chairperson Equal Opportunity Cell and Ms. Pooja Baghel, Program Coordinator, Equal Opportunity Cell of the College. This program was organized for teaching and non-teaching staff members on two different days concerning their work related issues and for better outcome of the program. This one day program was divided in three modules. Details are as follow:

MODULE 1 (90minutes) - The first module focused on understanding emotions, learning about the source of emotions. Certain misconceptions about emotions were clarified in this session. For example, the belief that we should never experience negative emotions is unscientific and based on our own assumptions. The evolution of brain was discussed and the latest research in brain studies was shared. The reason behind the experience of emotions was discussed and participants were made to think about the purpose of the different emotions and their importance in our lives.

Participants were encouraged to ask questions and think about the use of emotions from an evolutionary perspective. Understanding emotions then further led to acceptance of emotions, even if they may be making us uncomfortable. The 'acceptance' of emotions does not refer to passivity, but acceptance in a broader perspective based on scientific research.

We then looked at ways to regulate emotions. From the first module, we had learned that positive and negative emotions will be a part of our life, irrespective of our preference. We cannot completely switch on or off our emotions; however we can learn to reduce the intensity of our emotions so that they don't negatively impact our goals, relationships and health. Examples were provided to the participants to help them understand the automaticity of our beliefs and our reactions based on those beliefs.

This module further differentiated between the concepts of 'helpful' vs. 'unhelpful' emotions depending on the negative or positive impact they have on our health, goals and relationships

MODULE II (90 minutes) - The second module helped participants to understand the ABCDE framework, which is a part of the Rational Emotive Behavior Therapy (REBT) developed by Dr. Albert Ellis. This is therapy that has a lot of empirical research studies to support its effectiveness. The crux of this theory is that human beings have rational and irrational patterns of thinking. Disturbance is caused by harboring irrational beliefs. We discussed the four irrational beliefs (IBs) that include -

- Demand from self/ others/ life conditions
- 'Awfulizing' / 'horriblizing'
- Frustration Intolerance
- Depreciation of Self/others

The Irrational beliefs were explained and discussed, and it was ensured that the participants understood the concepts well. The difference between 'rational' and 'irrational' was also explained using the parameters of flexibility, effect on goal and experience of extreme negative emotions. The last part of the module focused on disputing these beliefs using logical reasoning and other techniques. Participants were given practice sheets to strengthen the learning experience.

PRACTICE MODULE III (90 minute) - This final module focused on practice of the REBT skills learnt during the day, and clarification of doubts. The activities included fun filled ways like identifying and singing songs that have irrational vs. rational content. Challenges in the practice were discussed and the forum was open for any questions that the participants had. Participants were also asked to provide feedback for the sessions.

Participant feedback was requested. The feedback is attached with this report.

Feedback Report:

No. of feedback forms received - 30

Response options - 5 point scale ranging from 'Completely agree' to 'Completely disagree'

1. The content of the workshop was of value to me

Completely agree	90%
Agree	10%

2. I will be able to apply what I have learnt, to my life problems

Completely agree 85%
Agree 15%

3. The speaker was able to communicate the content in a way that was easy to understand

Completely agree 90%
Agree 10%

4. The workshop was interactive

Completely agree 95%
Agree 5%

5. What did you like about the workshop?

- Interactive session
- Interaction and the activities. The overall flow of the workshop was wonderful.
- I learnt how to deal with the life situations which can disturb me mentally, to deal with family situations, how to deal with the problems of my child, etc.
- Simplicity, clarity and communication of the Speaker.
- All sessions
- Activities on rational and irrational
- The concept of ABCD
- Simulations
- Tasks in the Workshop
- The speaker's method of easily communicating ideas.
- I liked the tasks in the workshop
- Presentation and discussion on Rational and Irrational
- Content
- All
- Activities by which the speaker made the session ALIVE
- The way it was arranged, the way speaker communicated about the subject by giving simple examples
- Practical
- Positive Motivation For Moving ahead in Life
- ABCD Formula
- Rational thinking idea

6. What are the areas where we can improve the workshop?

- Nil
- Nothing that I can point as of now.
- I think the workshop met all expectations. I am completely satisfied with the content of the workshop
- We can include family members of the employees.
- All is just perfect
- It was excellent
- How to handle the problems positively
- No
- It was excellent
- You may add activities based on real life situations.
- Instead of one day please try to organise more than Three Days
- Maintaining equanimity is difficult task it comes with the practice. So one aspect could be how to practice it can be encouraging.
- Stress management :
- The speaker almost covered all the aspects but I think it should be for two days
- There can be better sitting arrangements for audience
- Nothing

Conclusion:


In this one day program we explored the foundational principles of REBT, a therapeutic approach that can be immensely beneficial not only in our professional lives but also in our personal lives. We've gained insights into how our thoughts, emotions, and behaviors are interconnected, and how identifying and challenging irrational beliefs can lead to more effective and emotionally resilient responses to life's challenges.

Throughout this workshop, we've delved into practical techniques and strategies for applying REBT in educational and workplace settings. We've discussed how to recognize and address common cognitive distortions and irrational beliefs that can hinder our effectiveness and well-being. We've also explored the ABCDE model, a useful tool for understanding the process of change and for developing a more rational and adaptive mindset.


Moreover, the resource person Ms. Dhanashree Ghare provided us with the opportunity to engage in experiential exercises and group discussions, allowing us to practice and apply REBT concepts in real-life scenarios. These exercises have provided valuable insights and opportunities for

grow and professional development. It's essential to acknowledge that integrating REBT into our daily lives and work environments is an ongoing process.

As we move forward, she encouraged each participant to continue practicing and refining the skills learned in the sessions. Whether it's a teacher, administrator, counselor, or any other professional, the principles of REBT can help everyone better manage stress, improve communication, and foster a more positive and resilient mindset within oneself and among our colleagues and students.


Dr. Kranti Deshmukh
Principal
SCLC, Pune




Dr. Renu Naidu
Assistant Professor of Sociology
Chairperson Equal Opportunity Cell
SCLC, Pune

Glimpses of program



