



Detailed Report on Workplace Energy – Fuelling Growth or Feeding Conflict for Faculties

Organised by : Department of Counselling, New Horizon College of Engineering(NHCE)

Date: 18th July 2025

Organised for: Faculty Members, Department of Applied Sciences

Venue: Room no: 322, 3rd Floor , Chatrapathi Shivaji Block

Duration: 2 Hours (10:00 AM to 12:00 PM)

Facilitator: Srividya Anand & Anna Jogie from Department of Counselling

Objective:

The workshop aimed to help faculty reflect on how emotional, social, and spiritual energies influence interpersonal relationships and departmental harmony. Through practical frameworks and participatory methods, the session explored whether workplace energy is being channelled to fuel growth or inadvertently feeding conflict.

Workshop Highlights:

1. Introduction & Ice-Breaker:

Participants engaged in an interactive activity identifying what drains and fuels their energy at work. This set the tone for self-awareness and peer empathy.

2. Pre-Workshop Self-Assessment:

Faculty members rated themselves on emotional, social, and spiritual quotient (EQ, SQ, SpQ) using a brief questionnaire. The results helped them reflect on areas of strength and growth.

3. Understanding EQ, SQ, and SpQ:

The facilitator introduced the three quotients through relatable faculty-based examples:

- EQ: Managing emotions during feedback and disagreements.
- SQ: Collaborating effectively in team settings.
- SpQ: Staying value-driven even when unacknowledged or challenged.

4. Case Study Discussion:

A realistic scenario involving a department conflict due to a role rotation policy was analysed. Faculty were grouped as HODs, senior faculty, and junior faculty to reflect on their perspectives, needs, and assumptions.

5. Empathy Mapping:

Participants collaboratively mapped the emotions, thoughts, and unmet needs of each stakeholder. This helped uncover the roots of misunderstandings and the importance of intentional communication.

6. Role Play Exercises:

The Role play scenario focusing on EQ, SQ, and SpQ were enacted:

- Receiving feedback in a group setting.
 - Handling exclusion in a planning meeting.
 - Responding to lack of recognition.
- Observers analysed reactions and suggested healthier alternatives.

Outcomes:

- Improved awareness of how different ‘quotients’ shape interactions.
- Better understanding of conflict dynamics in academic settings.
- Practical tools for empathy, communication, and leadership.
- Faculty members identified personal action points to enhance harmony and purpose in the workplace.

Feedback:

Participants appreciated the relevance of the scenarios and valued the opportunity to reflect and express themselves in a safe, non-judgmental space.

Photographs:

