

Managing Emotions: Concept Analysis

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ABSTRACT

Introduction: Emotional management is an essential aspect of emotional development that affects psychological well-being, social relationships, and academic and professional success. Poor emotional management may negatively impact mental health and social functioning, making conceptual clarity necessary.

Objective: This study aims to analyse the concept of emotional management skills by identifying its attributes, antecedents, and consequences.

Methods: A descriptive qualitative design using Walker and Avant's concept analysis framework was conducted through a literature review of publications from 2018–2025 sourced from Google Scholar, PubMed, and Web of Science.

Results: Key attributes identified included emotional awareness, emotional regulation, empathy, self-motivation, social skills, and emotional adaptability. Antecedents included emotional maturity, social experience, and environmental support. Consequences involved improved mental health, quality of life, interpersonal relationships, and academic and professional performance.

Conclusion: Emotional management skills are a multidimensional concept crucial to individual development and intervention planning.

Keywords: Emotional Management, Emotional Regulation, Emotional Intelligence, Concept Analysis.

INTRODUCTION

Emotions do not have to be good or bad, emotions are beneficial if with their energy content they move and encourage someone to make positive and beneficial life choices, on the other hand emotions, drives and urges will be bad and dangerous if all of them together with their energy content lead someone to make life choices that are detrimental or self-destructive (Lindner, 2019). Using concept analysis will develop definitions and meanings. The purpose of this analysis is to determine the ability to manage emotions. The ability to manage one's emotions is part of the maturation of emotional development during the transition from pre-operational to concrete operational stages. A person's ability to manage their emotions can be seen from the dimensions of the person's ability to utilize their emotions positively, the ability to regulate emotions according to the situation and condition of the person, and the person's ability to defend themselves in various forms of problem positions in a reasonable manner (Lindner, 2019; Socialite & Hamidah, 2021).

The ability to manage emotions plays a crucial role in helping resolve them. Parents can employ numerous strategies to stimulate their children, enabling them to optimise their emotional management skills, which will undoubtedly impact their social processes. The purpose of this study was to determine the extent to which children are able to manage their emotions, which can be achieved through several efforts to improve these skills. Therefore, the researcher collected several sources of analysis from journals derived from previous research. This study employed a descriptive qualitative approach using the literature study method (Wijaya, 2020).

The data obtained in this study were derived from the analysis of several journals relevant to the research topic. The results of the study, conducted by analysing several journals, concluded that the ability to manage emotions is determined by the extent of the role of parents in helping develop these abilities. Furthermore, this can be done through several methods, including those employed by parents as individuals who play a role in fostering development. The ability to manage emotions, often referred to as emotional intelligence, is a person's ability to recognise, understand, regulate, and manage their own emotions and those of others in various situations. Analysis of this ability can provide insight into how a person is able to interact socially, cope with stress, and handle conflict effectively (Batubara et al., 2020).

Here are some aspects that can be analysed in the ability to manage emotions (Putri et al., 2020): Emotional Awareness: The ability to recognise and understand the emotions one feels, both positive and negative. People with good emotional awareness can identify emotions correctly and realise how they influence their thoughts and behaviour. Emotional Regulation: The ability to regulate and manage emotions effectively. This involves skills in controlling impulses, delaying gratification, managing stress, and dealing with emotional challenges constructively. People with good emotional regulation can calm themselves in stressful situations or transform negative emotions into positive ones. Self-Motivation: The ability to use emotions as a source of motivation and drive to achieve goals. People who have this ability tend to have strong determination, optimism, and perseverance in the face of obstacles. They are also able to control negative emotions, such as disappointment or failure, to stay focused on their goals. Empathy: The ability to understand and feel the emotions of others. Empathetic people can read facial expressions, body language, and voice to understand how others are feeling. They are also able to respond with empathy and provide appropriate support in situations that require it. Social Skills: The ability to interact with others effectively and build healthy relationships. This involves skills in active listening, clear communication, collaboration, and effective conflict resolution. People with good social skills can form mutually beneficial and supportive relationships.

Analysis of this ability to manage emotions can provide insight into strengths and areas for improvement. This study aims to conduct a comprehensive conceptual analysis of emotional management skills using the Walker and Avant approach. Specifically, this study aims to identify and

explain the defining attributes of emotional management skills based on a review of scientific literature and examine various uses of the concept of emotional management skills in the context of education, mental health, interpersonal relationships, and the workplace. People who have good emotional management skills tend to be more adaptable in dealing with the pressures and challenges of everyday life. However, it's also important to remember that emotional management skills can be continuously developed through practice, self-awareness, and life experience.

MATERIALS AND METHODS

Types of research

This study uses concept analysis in analysing emotional abilities by referring to the concepts put forward by Walker and Avant (Walker & Avant, 2014). Data was collected from various sources, including databases such as Publish or Perish, PubMed, Web of Science (WoS), and Google Scholar, as well as dictionaries and journal articles. The search was conducted on studies related to emotion management, with publication years limited to 2018–2025. This research method involves various data collection, analysis, and interpretation techniques as proposed by the researchers in their research work. This study uses a descriptive qualitative approach with a literature review method (Batubara et al., 2020).

Research Approach Basis

This research approach is in line with the opinion of John W. Creswell, who stated that qualitative research is research that aims to describe and understand the meanings that come from individuals and groups related to social problems and individual problems (JW Creswell, 2014). The research process involves developing questions and procedures, namely by collecting data based on the context of the participants, analyzing the data inductively, organizing the data from the specific to general themes, and making interpretations regarding the meaning contained behind the data (Daruhadi & Sopiat, 2024). Qualitative research reports have a flexible writing structure.

By using this type of descriptive qualitative research, it is aimed at analysing and describing things related to emotional management (JW (author); AF (translator); SZQ (editor); H. el J. (cover design). (2019; 2015). Creswell, 2013). Meanwhile, this research also uses a literature study research method. Literature study or library research is methodologically classified as a type of qualitative research, namely a research procedure that produces data in the form of spoken or written behavior of people observed in a particular context, examined from a complete, comprehensive and holistic perspective (Fitrianingsih et al., 2020). In the context of literature or library research, the data taken from the exploration of library materials is studied holistically, then analyzed based on a certain framework of thought or theory or underlying philosophical paradigm, then a certain approach is taken according to the research objectives to be achieve (Wijaya, 2020).

Search strategy

Searching academic databases: using search engines in academic databases such as Google Scholar, PubMed, or JSTOR to find the latest articles, journals, and research related to emotion management skills (Calicchio, 2022; Putri et al., 2020; Sosialita & Hamidah, 2021). Relevant keywords might include “emotional intelligence,” “emotion regulation,” “emotional competence,” and the like. Access to Books and References: University libraries or online libraries like Amazon and Google Books offer access to a wide range of books and references related to emotional management skills. Look for books written by experts in emotional intelligence and psychology.

Organisational and Institutional Research: Visit the websites of research institutions or universities that specialise in psychology, behavioural science, or emotional intelligence. These institutions often provide relevant research reports, papers, and publications.

Online Media Sources: Explore articles, blogs, and websites focused on psychology and mental health. Ensure the sources are reliable and supported by valid research or references (Nindrea, 2016).

Systematic Reviews and Meta-Analyses: Using recent systematic reviews and meta-analyses conducted in the field of emotional intelligence. Such reviews combine previous research findings to provide a more comprehensive overview of a particular topic.

Identify the use of analysis of emotional management skills

The concept of the ability to manage emotions has various uses and applications in various life contexts (Ridha, 2020). Here are some examples of the use of the concept of emotional management skills:

Work Environment: In the workplace, the ability to manage emotions is crucial for creating a healthy and productive work culture. Employees who have good emotional management skills are more likely to cope with stress, stay focused in demanding situations, and interact positively with coworkers. This also helps in resolving conflicts and building positive working relationships.

Leadership: Effective leadership involves the ability to manage emotions well. Emotionally aware leaders can read and respond to their colleagues' emotions with empathy, positively motivate their team, and handle challenges with wisdom.

Education: In schools and educational institutions, the ability to manage emotions is crucial for student well-being and the quality of learning. Students with good emotional awareness can recognise their feelings and express them in healthy ways. Teachers can also help students manage stress and anxiety to create a more productive learning environment.

Mental Health: The ability to manage emotions is also relevant to mental health. People with good emotional awareness can more easily recognise symptoms of depression, anxiety, or excessive stress, allowing them to seek the necessary help and support.

Personal Relationships: In personal relationships, the ability to manage emotions helps build healthy and meaningful relationships. People who can express their emotions honestly and manage conflict well have a better chance of developing strong relationships with partners, family, and friends.

Sports and Athletic Performance: Athletes who have good emotional management skills can more easily cope with competitive pressure, control competition anxiety, and improve concentration in matches.

Psychotherapy and Counselling: In the context of therapy, the ability to manage emotions becomes an important focus to help individuals overcome mental health problems and develop better emotion regulation skills.

Financial Decisions: Good emotional awareness can help people make wiser financial decisions. People who can recognise their emotions related to finances and manage impulse purchases or investments tend to have better financial management. The use of the concept of emotional management skills demonstrates the importance of understanding and applying this skill in various aspects of life to improve the quality of life and well-being of individuals and society as a whole (Vohs & Baumeister, 2004).

RESULTS

Defining defining attributes

In analysing the concept of emotional management skills, there are several important attributes that can be used to define the concept. Attributes that can be used to define the concept analysis of emotional management skills (Cochrane, 2019):

Table 1: Attributes of emotional management ability

Draft	Ability to manage emotions
Emotional Awareness	The ability to recognise and understand the emotions felt, both positive and negative emotions (Walinono et al., 2024).
Emotional Regulation	The ability to regulate and manage emotions effectively, including the ability to control impulses, delay gratification, manage stress, and deal with emotional challenges constructively (Shriver et al., 2020).
Empathy	The ability to understand and feel the emotions of others and respond with empathy. This involves reading facial expressions, body language, and voice to understand how others feel (Weisz & Cikara, 2021).
Self-Motivation	The ability to use emotions as a source of motivation and drive to achieve goals. This involves strong determination, optimism, persistence in the face of obstacles, and the ability to control negative emotions (Suárez et al., 2019).
Social Skills	The ability to interact with others effectively and build healthy relationships. This involves active listening skills, communicating clearly, collaborating, resolving conflicts effectively, and demonstrating empathy in interpersonal relationships (El & Bali, 2017).
Emotional Adaptability	The ability to adapt to emotional changes that occur within oneself or the environment. This involves flexibility in adjusting to new situations, regulating emerging emotions, and adapting to changes that occur (Iwakabe et al., 2023).
Self-Regulation	The ability to manage impulses, regulate oneself, and make wise decisions based on a good understanding of emotions (Inzlicht et al., 2021).
Self-awareness	The ability to recognise and understand oneself emotionally, including understanding personal values, needs, and preferences and the influence of emotions on behaviour (Ma et al., 2018).

Case Model of Emotional Management Ability

Case model for analysis of emotional management ability:

Case: Dita, an elementary school student, experiences high levels of stress at school. She often feels pressured by tight deadlines, demanding teachers, and the pressure to achieve good results. Dita wants to develop emotional management skills to cope with stress and remain productive in school.

Emotional Awareness: Dita began practising emotional awareness by recognising and understanding the emotions she felt. She noted the emotions that arose, such as anxiety, frustration, and fatigue, and identified the triggers that influenced her feelings.

Emotional Regulation: Dita learned emotional regulation techniques to cope with stress. She developed a relaxation routine, such as meditation and deep breathing, to calm herself when feeling anxious or stressed. Dita also practised effective time management to better organise her studies, thus reducing the pressure she felt.

Empathy: Dita learns to understand and feel the emotions of her peers. She asks empathetic questions and listens attentively when talking to friends who are experiencing problems or difficulties. By

showing empathy, Dita can build better relationships with her classmates and create a more harmonious classroom environment.

Self-Motivation: Dita developed self-motivation by identifying long-term and short-term goals she wanted to achieve. She created personal motivation strategies, such as listing small accomplishments and rewarding herself for reaching specific targets. This helped Dita stay motivated and see the value in her efforts (T.Sh, 2022).

Social Skills: Dita improved her social skills by participating in communication and collaboration training. She learned how to effectively communicate needs and boundaries to her teachers and classmates. Dita also learned negotiation techniques to manage conflicts that arise among her peers.

Through this approach, Dita was able to better manage her emotions and reduce the stress she experienced. By developing her emotional management skills, Dita was able to better cope with challenges in class, stay focused, and improve her psychological well-being (Hamid & Ismail, 2022; Hasmarlin & Hirmaningsih, 2019; Pada et al., 2018). By using these attributes, a conceptual analysis of emotional management skills can provide a more comprehensive understanding of what this skill involves and how it can be applied in different life contexts.

Borderline Cases

A borderline case in the analysis of the concept of emotional management is a situation in which a person faces such a challenge or pressure that their ability to manage emotions is tested to an extreme degree. This can include traumatic situations, crises, or extreme emotional stress (Charles R. Berger, 2021).

Example of a boundary case of the analysis of the concept of the ability to manage emotions:
Case: Tom is an experienced firefighter. One day, he is deployed to a major fire in an apartment building. While fighting the fire, he finds a small child trapped inside the burning building. Tom tries his best to save the child, but the situation becomes increasingly dangerous as the fire spreads.

Tom experienced immense pressure and stress in this situation. He felt anxious, afraid, and frustrated, feeling his limitations and inadequacies in saving the child. His emotions began to fluctuate between despair and determination to keep trying.

In this borderline case, Tom's ability to manage his emotions is tested to the extreme. He's under extreme stress, and how he responds to and manages the emotions that arise will significantly impact his performance and the decisions he makes in this critical situation.

In a boundary situation like this, the ability to manage emotions becomes crucial because it can influence decisions and actions. If Tom can recognise the emotions that arise, cope with the stress, and stay focused on his duties as a firefighter, he can increase the chances of survival for himself and others involved in the fire.

The limit case analysis of the concept of the ability to manage emotions shows how important the development of this ability is at an extreme level and how the quality of emotional management can affect outcomes in critical and demanding situations (Miao, 2021).

Contrast Case

A contrasting case in the analysis of the concept of emotional management skills is a situation in which a person experiences difficulty or failure in managing their emotions, which can negatively impact various aspects of their life. In this case, a person's emotional management skills appear to be limited or underdeveloped (Dunn, 2000).

Example of a counter-analysis of the concept of emotional management skills:

Case:

Yulia is an elementary school student facing high school pressure. She frequently feels anxious,

stressed, and pressured by having to complete numerous assignments, tests, and homework within a limited time. Yulia feels overwhelmed and often unable to manage her emotions. She frequently experiences excessive anxiety, has difficulty sleeping, and feels hopeless due to her perceived inability to cope with the demands of schoolwork.

This condition negatively impacts Yulia's learning, her emotional well-being, and her relationships with friends and family. Excessive worry and difficulty managing emotions cause Yulia to lose focus in her studies and often feel anxious and irritable in social interactions.

This case illustrates how difficulty managing emotions can negatively impact a person's quality of life and well-being. Limited emotional management skills make it difficult for Yulia to cope with stress and pressure, disrupting her daily functioning and creating a negative cycle of declining mental health and school performance.

In this case, it's important to identify the problem and seek professional help, such as counselling or psychological support, to help Yulia develop better emotional management skills. This way, she can learn effective emotion regulation strategies, cope with anxiety, and improve her quality of life in elementary school.

Antecedent

Emotional intelligence, also known as emotional intelligence, is a person's ability to recognise, understand, regulate, and manage their own emotions and the emotions of others in various situations. This concept focuses on an individual's ability to respond to emotions in a healthy, adaptive, and constructive manner (Musman, 2018). The ability to manage emotions includes (Wuwung et al., 2020):

- Emotional Awareness: The ability to recognise and understand the emotions felt, such as anxiety, anger, happiness, and sadness.
- Emotion Regulation: The ability to regulate and manage emotions effectively, including the ability to calm oneself, cope with stress, and transform negative emotions into positive ones.
- Empathy: The ability to understand and feel the emotions of others and respond with empathy and sympathy.
- Social Skills: The ability to interact with others effectively, recognise their emotional signals, and communicate well in social situations.

Managing emotions will include an understanding of how this concept has developed in psychological theory and research. We will also consider the practical applications of this concept in everyday life, such as in the workplace, personal relationships, education, and mental health. The course will also explore other important aspects, such as the role of emotional management in improving quality of life, coping with stress, and enhancing psychological well-being.

Consequence

The ability to manage emotions can have several significant consequences or impacts, both at the individual level and at the group or societal level (Oseen, nd). Consequences of the analysis of the concept of the ability to manage emotions:

- Improved Quality of Life: The ability to manage emotions effectively can improve a person's quality of life. Individuals who are able to cope with negative emotions and manage stress effectively tend to have higher levels of well-being and greater life satisfaction.
- Better Mental Health: Managing emotions effectively plays a vital role in mental health. Individuals with poor emotional management skills are more susceptible to anxiety disorders, depression, and prolonged stress.
- Higher Academic and Professional Performance: Good emotional management skills can improve academic and professional performance. Individuals who can cope with pressure and stress at work or school tend to be more productive and better able to face challenges.
- Better Relationships: The ability to manage emotions well also impacts interpersonal relationships.

Individuals who manage their emotions well tend to have healthier and more harmonious relationships with coworkers, friends, and family.

- Conflict and Aggression Reduction: The ability to manage emotions can reduce conflict and aggressive behaviour. Individuals who can cope well with negative emotions are more likely to express their feelings constructively and prevent conflict escalation.
- Improving Leadership Skills: Leaders who have good emotional management skills tend to be more effective in leading teams and overcoming leadership challenges.
- Increased Resilience: The ability to manage emotions well can increase an individual's resilience. They can recover more quickly from stressful situations or life's difficulties.
- Self-Empowerment: The ability to manage emotions empowers individuals to face life's challenges and take control over their responses to situations.

The ability to manage emotions highlights how important this ability is in improving the quality of life and well-being of individuals, and impacts various aspects of their lives.

Empirical References

Evaluate the reliability, validity, and relevance of references before using them in research or studies (Prof. Dr Syamsul Bachri Thalib, 2017). Always use valid academic and scientific sources to support the empirical analysis of the concept of emotional management skills.

Operational Definition

Emotional management refers to an individual's capacity to recognise, understand, regulate, and respond to emotions in a healthy, adaptive, and constructive manner. This involves self-awareness of one's emotions, the ability to control those emotions that arise, and the ability to express and respond appropriately to emotions in a variety of situations (Hamid & Ismail, 2022; Kusuma & Mandiri, 2020; Nindyasari & Herawati, 2019; Pasien et al., 2022).

The definition includes several important aspects:

- Emotional Awareness: The ability to recognise and understand one's emotions, including both positive and negative emotions, and to be aware of how these emotions affect oneself and others.
- Emotion Regulation: The ability to regulate and control emotions effectively. This involves the ability to calm oneself in stressful situations, cope with negative emotions, and transform unhelpful emotions into more helpful ones.
- Empathy: The ability to understand and feel the emotions of others and respond with empathy and sympathy. This includes the ability to read others' emotional expressions and body language, and respond with genuine feeling and concern.
- Social Skills: The ability to interact with others effectively and build healthy relationships. This involves the ability to communicate effectively, resolve conflicts tactfully, and demonstrate empathy in interpersonal relationships.

The ability to manage emotions is a crucial aspect of emotional intelligence and has a significant impact on psychological well-being, social relationships, and performance across various aspects of life. Individuals who have good emotional management skills tend to have a higher quality of life, are more adaptable in facing challenges, and can build more harmonious relationships with others (Socialite & Hamidah, 2021).

DISCUSSION

The ability to manage emotions is a very relevant and important topic in the context of everyday life and psychological well-being (Firdaus, 2016). The Importance of Emotional Management: Discuss why emotional management is so important in our lives. Explain how this skill impacts mental health, relationship quality, work performance, and overall quality of life.

Components of Emotional Management Skills: Discuss the key elements of emotional management

skills, including emotional awareness, emotional regulation, empathy, and social skills. Explain how each component contributes to the overall ability to manage emotions.

Negative Impacts of Emotional Inability: Discuss the negative impacts of emotional inability to manage emotions effectively. Share examples of people experiencing emotional difficulties and how this impacted their lives.

Strategies to Improve Emotional Management: Discuss various strategies and techniques that can help improve your emotional management. Examples include meditation, relaxation, cognitive behavioural therapy, and talking with a trusted person.

The Role of Emotional Intelligence in Education and the Workplace: Discuss how emotional intelligence is increasingly recognised as a crucial aspect of education and the workplace. Explain how schools and companies are beginning to integrate learning about emotional management skills.

Overcoming Challenges in Managing Emotions: Discuss common challenges people face in managing their emotions and how to overcome them. How can we better deal with stress, anxiety, or anger in our daily lives?

Successful Cases of Managing Emotions: Tell case examples of people or famous figures who have succeeded in managing their emotions well and how this helped them achieve success in life and career.

Raising Emotional Awareness in Society: Discuss how we can raise awareness of the importance of emotional management skills in society. What can educational institutions, organisations, and governments do to promote emotional awareness?

Open-ended Questions and Discussion: Ask participants open-ended questions about their experiences managing emotions and how they see the role of this skill in their lives.

Discussing the ability to manage emotions can provide valuable insights into how we can improve our quality of life, mental health, and social relationships. By understanding the importance of this ability, we can strive to develop it and help others do the same.

CONCLUSION

When facing various situations and challenges, the ability to manage emotions plays a crucial role in influencing psychological well-being, social relationships, and performance in various aspects of life. Some key takeaways include the impact on mental health, improved quality of life, quality of life relationships, higher academic and professional performance, and development strategies and techniques. By improving this ability, we can improve our quality of life, psychological well-being, and social relationships. Awareness of the importance of emotional management skills can also encourage an active role in education and friendships, creating an environment that supports the development of emotional intelligence for the individual as a whole.

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