

THE COMPASS DECODER

Emotional Data About Needs & Values



**Turn core emotions into clear signals about what you need and
value**

Behind every feeling is a signal waiting to be read.

Why This Tool Matters

When leaders feel stuck, drained, or reactive, it's rarely because emotions are the enemy. It's because they don't know how to read them.

Emotions are like compass points: they show you where you are and what matters most.

This decoder simplifies the process by grouping emotions into six core categories.

Each category helps you pinpoint, not only what emotion you feel but also what need you may honor (something missing in the moment) and what value you may be protecting or pursuing.

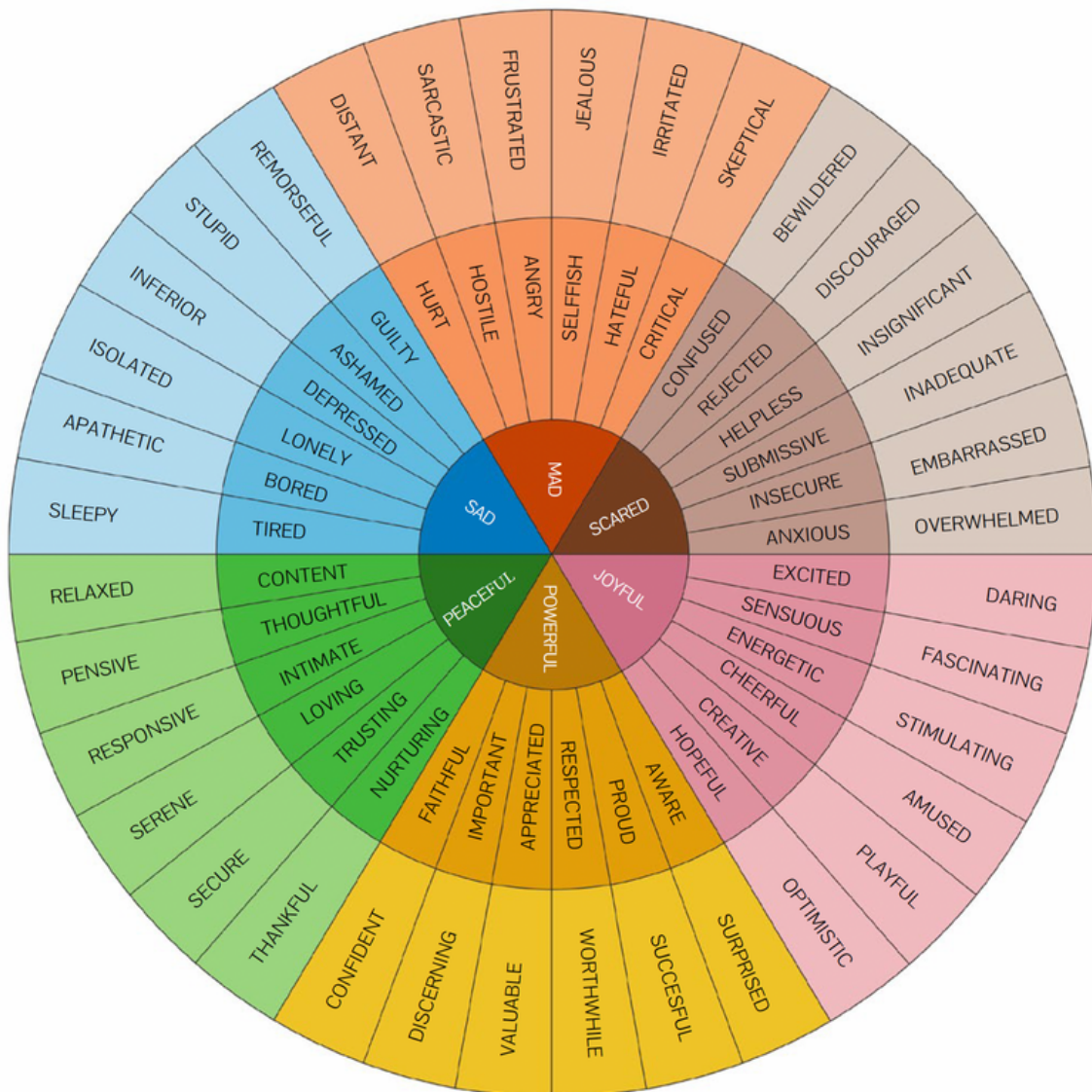
Once you've identified specific needs or values, you can take action to come into alignment with what matters most to you.

Quick Start Instructions

(3 Steps < 10 Minutes)

1. Notice a strong emotion you're feeling right now. Refer to the Feelings Wheel, if necessary.
2. Place it into one of the six categories below.
3. Read what that category might be signaling (the need or value behind it). Your value or need may not be listed. That's okay.

The Feelings Wheel



Source: Positivepsychology.com

Compass Points



Mad (Anger, Irritation, Resentment)

Needs: fairness, respect, clear boundaries, accountability, justice, autonomy, voice in decisions

Values: integrity, equity, responsibility, honor, shared ownership



Sad (Disappointment, Loneliness, Discouragement)

Needs: comfort, connection, recognition, belonging, empathy, closure, rest, reassurance

Values: relationship, meaning, loyalty, compassion, legacy, continuity



Peaceful (Calm, Content, Grounded)

Needs: stability, predictability, rest, safety, sustainable rhythms, security

Values: balance, alignment, acceptance, authenticity, simplicity, harmony



Scared (Anxiety, Worry, Insecurity)

Needs: safety, reassurance, clarity, guidance, preparation, support, stability, trust

Values: security, caution, responsibility, wisdom, foresight, care for self and others



Joyful (Excitement, Gratitude, Hope)

Needs: celebration, shared joy, connection, freedom, recognition, play, opportunity

Values: growth, creativity, possibility, contribution, love, appreciation, optimism, purpose



Powerful (Confidence, Motivation, Determination)

Needs: influence, achievement, progress, mastery, autonomy, challenge, trust from others

Values: agency, competence, courage, purpose, leadership, resilience, excellence, impact

Reflection & Growth

After using the Compass Decoder, jot a quick note.

Which of the six compass points shows up most often in my leadership right now?

How do I typically respond when I feel this emotion—do I ignore it, overreact, or use it wisely?

What's one value or need I can honor this week to steer with greater clarity? How will I honor it?

Pro Tip: Emotions aren't instructions—they're information.

Instead of reacting immediately, pause and ask: "What is this emotion pointing to?" The more you practice seeing feelings as signals of needs and values, the easier it becomes to steer with clarity instead of getting stuck in the storm.



Next Steps - From Signals → Strategy

This decoder shows you that emotions aren't random—they're compass points. But decoding is just the beginning.

The deeper skill is learning how to **respond intentionally**: to regulate the intensity, align your choices with values, and communicate with clarity.

That's exactly what we do in **Compass of Clarity: Charting Your Course to Greater Emotional Intelligence**—helping leaders move from decoding signals to navigating with confidence in real-life challenges.

Ready to turn emotions into insight and impact?

Learn more about **Compass of Clarity** on the next page.



COMPASS OF CLARITY

An Emotional Intelligence Program for Leaders

Like steering a ship, emotional intelligence requires awareness, direction, and balance. These workshops invite you to navigate life's waters with steadiness, empathy, and purpose.



6 90-min. Live Teaching Sessions

Interactive sessions grounded in positive psychology



Private Online Community

A confidential space to connect, share, and be supported throughout the journey



6 1-hr Group Coaching Sessions

A space for integration, insight, and peer reflection—turning concepts into practice and lived leadership.



Monthly Office Hours

Drop in for encouragement or deeper conversation



Personalized EQ Growth Plan

Design your next journey to continue becoming the captain of your leadership.



1:1 Coaching Session (within 90 days post-program)

A follow-up opportunity to anchor and sustain momentum



Downloadable Workbook + Tools

Reflection prompts, micro-practices, templates, to help you strengthen EQ skills between sessions.



Quarterly Alumni Circles

Live community gatherings to reconnect, reflect, and continue practicing EQ beyond the 12 weeks.



Certificate of Completion

For personal recognition and accomplishment

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