

Leading with Emotional Intelligence



Objectives

- What is Emotional Intelligence
- Why Emotional Intelligence is Important in Leadership
- What are the Four Skills of Emotional Intelligence
- Take the Test
- Strategies to Improve Scores

Our Emotions

1. How are you feeling today?

Awareness

1. What have you done about how you feel today?

Control

2. How have you expressed how you feel today?

Expression





Our Relationships

1. How did you perceive that individual to be feeling today?
2. How did your perception of their feelings impact how you interacted with them?

IQ determines 20-25% of
business success

EQ determines 75-80% of
business success



Why EQ is Important in Leadership

Only 10-15%
Of People
Possess
Self-Awareness

(Psychologist Tasha Eurich)

Productivity
increases by
20-25% in
organizations
where
employees are
connected

(Inc.)

Leaders who
show empathy
perform 40%
higher in
coaching,
engagement, and
decision making

(DDIWorld.com)

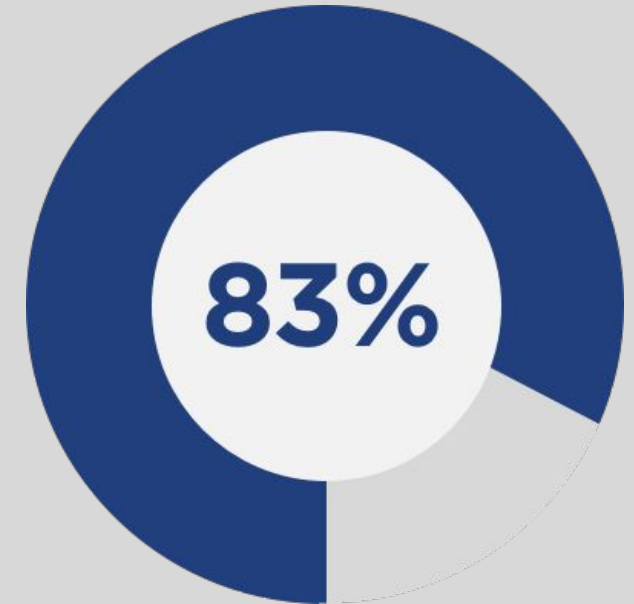
Workers who have
managers with high
EQ scores are four
times less likely to
quit than those with
managers who have
low EQ

(Linkedin.com)

Self-Awareness

Your ability to recognize and understand your moods, emotions, and drives, as well as their impact on others

- What are your tendencies?
 - Challenges
 - People
 - Events
- Self-Reflection



“He who knows others is wise. He who knows himself is enlightened.”

- Lao Tzu

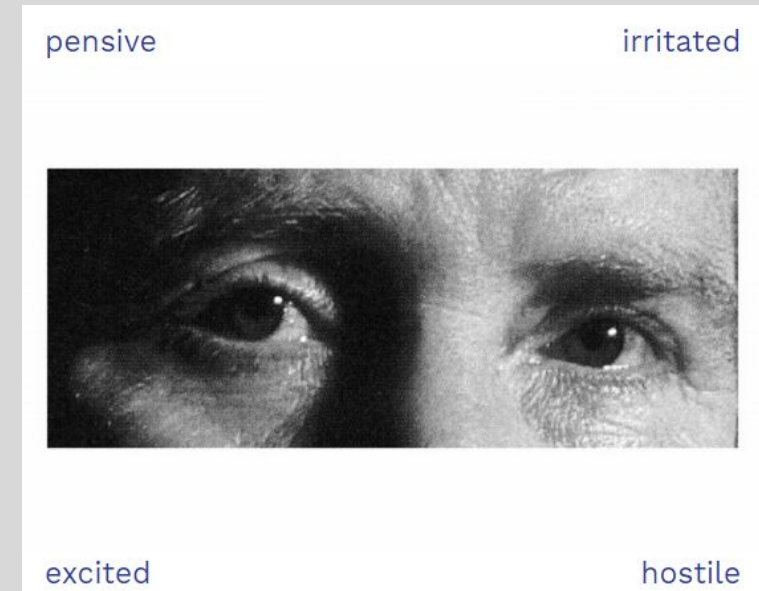
Self-Management



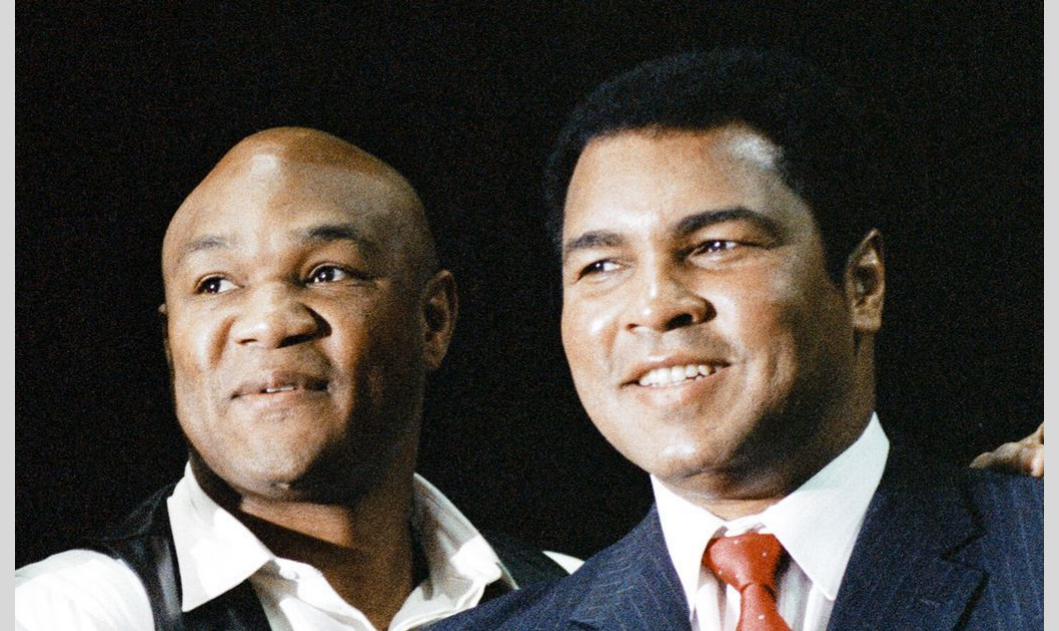
Your ability to control or redirect your disruptive impulses or moods, the ability to suspend judgement and to think before acting

Social Awareness

Your ability to understand the emotional makeup of other people, how you treat people according to their emotional reactions (Empathy)



Relationship Management



Your proficiency in managing relationships and building networks,
finding common ground and building rapport

What's Your EQ?



SCAN ME

EQ Test

Emotional Intelligence (EI) or Emotional Quotient (EQ) tests measure an individual's ability to recognize the emotions of themselves and others, and factor that information into their behavior and speech around others.

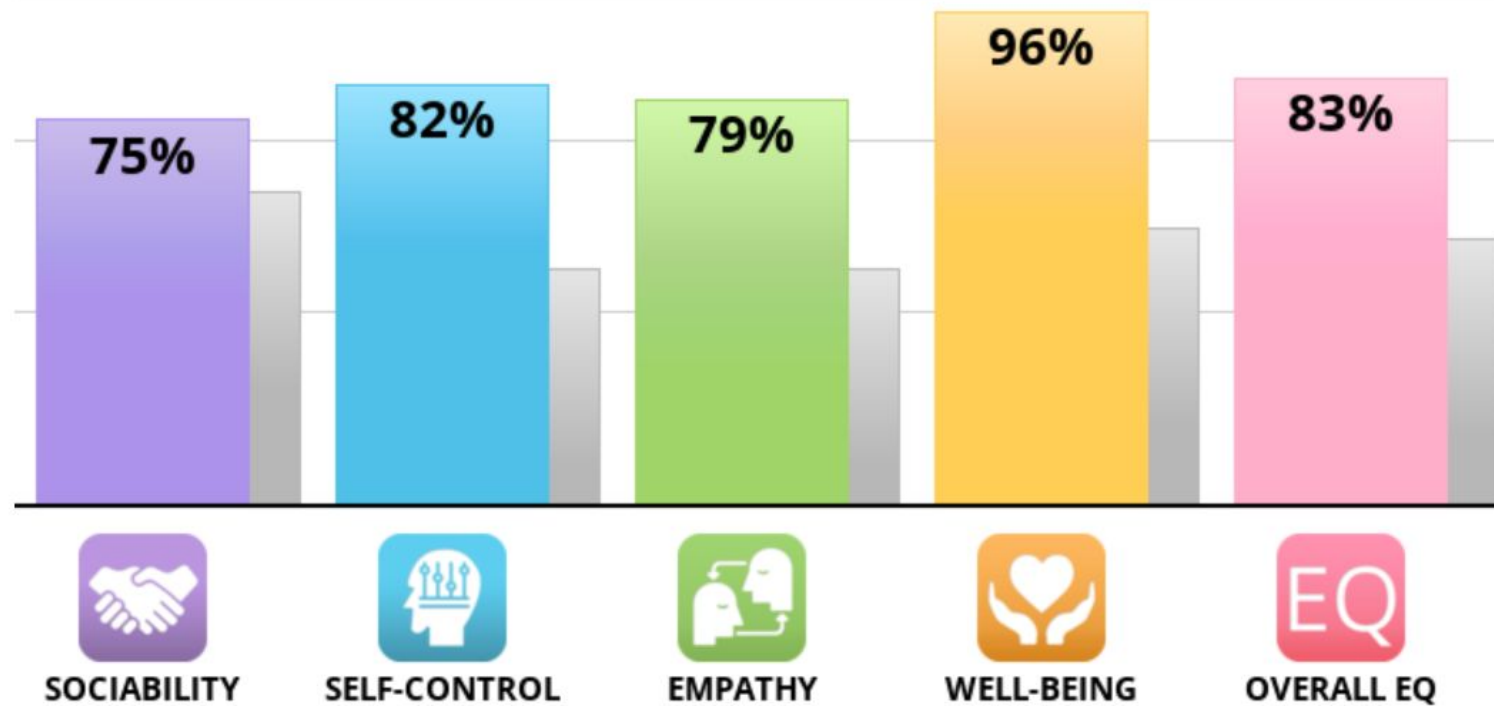
While the concept of EQ is sometimes criticized by the scientific community, this version of the EQ test uses a personality-based approach to EQ, which overlaps with several elements of the scientifically-validated [Big Five](#) system of personality.

Where do you fall on the EQ scale? For each of the following questions, indicate your level of agreement below.

Your Results

Your EQ results are:

     You  Population Average



This makes you 31% **more** emotionally intelligent than the average person.

How to Improve Your EQ Score

Self-Awareness	Self Management	Social Awareness	Relationship Management
<ul style="list-style-type: none">➤ Know your story and how it affects you➤ Know your beliefs, emotions, and behavior patterns➤ Know your relationship patterns	<ul style="list-style-type: none">➤ Learn skills for breathing and relaxation➤ Complete basic emotional healing work➤ Learn skills for self-soothing and motivating yourself➤ Maintain healthy habits	<ul style="list-style-type: none">➤ Understand non-verbal cues➤ Develop a positive view of others➤ Understand basic human emotional needs➤ Understand personal integrity	<ul style="list-style-type: none">➤ Develop skills for reflective listening and empathy➤ Learn skills for healthy assertiveness➤ Learn conflict resolution skills➤ Develop skills for support and affirmation of others

Goals

Set two goals that you will work on for the next three months to improve your EQ. Focus these goals on the skill that you scored the lowest in.



Thank You!



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