

Emotional Intelligence

WHY FOCUS ON EMOTIONAL INTELLIGENCE (EQ)?



- Leaders with **low** emotional intelligence demonstrate poor coping skills, struggle with relationships and can be oblivious to other people's feelings. Leaders with **high** emotional intelligence are open minded, observant, good listeners and lead by example. Are you the leader you'd want to work for?
- Teammates with higher EQ successfully manage conflict, navigate change, collaborate with others, and are stronger leaders. They are self-aware, empathetic, balanced, and approachable. Are you the teammate you'd want to work with?

WHAT IS EQ?



- EQ is the ability to **understand** and **use** emotions productively in our relationships, communication and our work.
 - **Understanding** emotions means awareness of yourself and reading the room.
 - **Using** emotions means managing your reactions and resources, then thoughtfully taking action.
- EQ transforms difficult conversations we avoid, into motivating dialogue that creates understanding, change and accountability.

HOW DO I GROW MY EQ?



- Challenge your assumptions: Be curious and take on a different perspective.
- Treat emotions as helpful information. Emotions are neither good nor bad.
- Ask for advice from diverse groups of people.
- Work with a trusted advisor, coach, mentor, or therapist.
- Practice mindfulness: Become more aware without judging what you notice.
- Write down your thoughts and feelings and notice the patterns.
- Seek feedback often on how you communicate and how you present yourself.
- Take pause, or call time-out, and breathe deeply when emotions become overwhelming.
- Manage your well-being: Sleep, diet, exercise, intellectual stimulation, and spiritual practices.
- Make note of what you are grateful for, and how you've contributed each day.