**INSTRUCTIONS: As discussed in class, *Emotional Intelligence* (EQ) can help us understand how some people are better at leading than others even if they have the same training. In this reflection you are required to take an EQ test and create a plan to improve your own EQ.**

**TO DO:**Complete the self assessment at: <https://globalleadershipfoundation.com/geit/eitest.html>

**The link is also available under Content - Module 6 – Additional Resources**

**BE SURE TO READ THE INSTRUCTIONS CAREFULLY AND REVIEW THE RUBRIC TO ENSURE YOU ARE INCLUDING ALL OF THE REQUIRED ELEMENTS IN YOUR WORK.**

**TO DO: You must copy & paste the questions into your reflection. Failing to include the questions may result in not being graded for the assignment!**

**The use of AI Language generators such as ChatGPT are not allowed for this assignment. If caught using one, you will be subject to an Academic Offense.**

1. **Introduction**: Define Emotional Intelligence & it’s common use in organizations today. Your answer should include clear connections to the course material, cited and referenced, including an explanation of the 4 components of EQ and how they relate to each other to provide an overall score. Proper citations and references per APA are required. **(5 marks)**

* Emotional intelligence is basically knowing how to deal with your own feelings and understanding how others feel. It means realizing that emotions affect how people act and can either help or hurt them.
* Even though emotional intelligence might sound tricky, there are clear ways to get better at it. By practicing and improving these skills, you can become better at connecting with others and getting things done together.
* The four components of EQ are mentioned below:

1. **Self-awareness:** A component of self-awareness is being conscious of your own habits, weaknesses, and social views. It involves having a good knowledge of your thoughts and emotions. Being self-aware helps in improving your awareness of the world around you. For Whether you love it because it's a change from your usual workplace or because you enjoy talking with your coworkers.
2. **Self-management:** Developing emotional intelligence starts with learning how to manage stress. Feelings from childhood can influence how you feel today. The way your early life was structured typically determines how successfully you handle major emotions such as fear, happiness, sadness, and rage. Your sensations are probably useful now if the person who cared for you when you were a newborn understood and cared about them. However, you may have developed the ability to suppress your emotions if your initial feelings were terrifying, confusing, or painful.
3. **Social awareness**: Social awareness enables you to recognize and interpret the mainly nonverbal cues others are constantly using to communicate with you. These cues let you know how others are really feeling, how their emotional state is changing from moment to moment, and what's truly important to them.
4. **Social skills:** Being self-aware helps in improving your awareness of the world around you. For Whether you love it because it's a change from your usual workplace or because you enjoy talking with your coworkers.

Social skills are essential in building both personal and professional relationships. Demonstrating strong interpersonal skills can help you accomplish career goals, contribute to company achievements, perform well during the hiring process, and expand your professional network. Understanding and improving your social skills can benefit you in every area of life.

1. **Assessment** **Score**: Attach screen shot or post your score. Be sure to indicate your score for all of the 4 components. For this test the maximum score you can obtain for each quadrant is 10. **(1 mark)**

A screenshot of a computer

Description automatically generated

1. **Explanation of your results including:**
   1. Using your own words supported with external resources, cited and referenced, provide a general description of your results. **(3 marks)**

* From the result, it looks like I'm aware of myself, scoring a 9 out of 10. This means I know my emotions, strengths, and weaknesses well. I understand how what I do and feel affects both me and those around me.
* My self-control score is a 7, which means I'm decent at handling my emotions. Sometimes I might find it hard to deal with stress or sudden urges, but mostly I can manage my feelings and actions well.
* When it comes to understanding others' feelings, I also scored a 7. I'm good at picking up on nonverbal cues and can imagine how others might be feeling.
* Likewise, my score of 7 in relationship management suggests I'm good at getting along with people. I can communicate effectively, solve problems calmly, and work well with others in teams.
  1. Identify & explain at least 2 benefits of your score for leading others, **supported with specific references to course concepts** . **(4 marks)**

Based on my results, having a high level of self-awareness (scoring 9 out of 10) can greatly benefit my leadership abilities in the following ways:

* **Effective Decision-Making:** Leaders who have self-awareness are more capable of coming to wise choices. Understanding your personal strengths and weaknesses enables you to give assignments that complement your strong points and maximise on your deficiencies. This idea is consistent with the concept of "actual management," which believes that leaders who have an in-depth understanding of who they are more likely to make choices that are consistent with their goals and principles. Being self-aware helps you avoid making impulsive or biassed decisions by helping you identify your blind spots and biases.
* **Creating connection and trust:** Team members view leaders that have a high level of self-awareness as being more real and trustworthy. Openly expressing one's own weaknesses and strengths as a leader builds an atmosphere of truthfulness and transparency that builds team trust. In addition, self-aware leaders are more able to understand the thoughts and feelings of their team members, which improves their capacity to develop relationships and create deep connections.
  1. Identify & explain at least 2 challenges of your score for leading others also cited and referenced, **supported with specific references to course concepts.** **(4 marks)**

Based on my results, my high self-awareness score of 9 out of 10, I recognize that while this trait can be advantageous for leadership, it also presents some challenges:

* **Troubled by Self-Reflection:** I could be more likely to overthink and analyse myself since I have an intense awareness of self. This is in keeping with the idea of "analyses weakness," a condition in which people are unable to make decisions because they have difficulty with reflection. This could make me slow or confused as a leader, which would make it more difficult for me to make decisions quickly and give my team confidence.
* **Challenges with Acceptance:** While self-awareness may help in personal growth, it can also make it more difficult to accept judgement from others. Research shows that individuals with high levels of self-awareness may find it difficult to deal with feedback particularly if it's directed against their sense of self.

1. **Improving EQ:**
   1. Using external resources research the possibility of improving EQ. Cite and reference your sources to support your opinions. Be sure to explain in detail what steps your research suggests to improve EQ. **(4 marks)**

* **Understand Your Emotions:** Notice if you often react the same way or hold onto grudges. Think about doing kind things for others without expecting anything back.
* **Believe Good Objectives:** Try to view your colleagues positively. Give people the benefit of the confidence; they usually want to perform their best.
* **Pay Close Attention:** When someone speaks to you, listen to them. Stopping someone is rude yet listening builds stronger bonds between people.
* **Resolve Issues rather than Making Them More serious:** Try ways to fix problems as opposed to making them worse. Companies respect those who can solve issues rather than make new ones.
* **Stay Humble:** Take responsibility for your actions and work well with others. Showing humility shows you care about more than just yourself.
* **Pay Attention to Your Body:** Your body can show when you're upset before you realize it. Your body and mind are connected, so be aware of physical signs of stress.
* **Practice New Habits:** If something doesn't come naturally, keep practicing until it does. For example, make it a habit to thank your team regularly.
* **Be Empathetic:** Try to understand how others feel. This helps you make better decisions and improves relationships.
* **Be Open-Minded:** Be flexible and adaptable to change. Embrace new opportunities instead of resisting them.
* **Take Breaks:** Know when you need to step back and recharge. Taking time away from work, including technology, can boost your performance.
  1. Outline your own plan for improving your EQ to become a more effective leader. Your plan should include both concepts and specific actions you will take to improve your own leadership skills as defined in the course. **(4 marks)**

**Self-Awareness (Score: 9):**

* Mindfulness: Try activities like meditation or deep breathing. They help you notice your thoughts and feelings better.
* Reflect: Put up some time every day to reflect on your emotions and past experiences.

**Self-Management (Score: 7):**

* Handle Stress: Learn methods for relaxation such as deep breathing or showing a calm environment. These might help you keep your calm under pressure.
* Set Goals: Decide on clear, doable goals for yourself. Break them into smaller steps to make them easier to achieve.

**Social Awareness (Score: 7):**

* Empathy: Try to understand how others feel by listening carefully and imagining their perspective. This helps you connect with them better.
* Notice Signals: Pay attention to people's body language and tone of voice. They can give clues about how they're feeling.

**Relationship Management (Score: 7):**

* Communication: Practice listening actively and expressing yourself clearly. Give helpful feedback to others.
* Handle Conflicts: Develop the skill of respectfully solving problems with others. Try to come up with solutions which help everyone involved.

**Total: 25 Marks**

**Be sure to cite and reference any external resources and course materials using APA.**

**References**

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