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EMOTIONAL INTELLIGENCE AND MANAGEMENT STYLE

1) How will you define and rate Mr. Sridastava's emotional intelligence by applying Goleman's model of EI?

Let us discuss the four pillars of emotional intelligence.

- (a) Self awareness: Manohar is not completely self aware of himself. He does not value the employee's emotions and he wasn't empathetic enough towards them and also fails to understand them with constantly evaluating and judging them for their job, hence high turnover ratio. Also, he fails to gain a different perspective from his employees. He should have been a good listener.
- (b) Self management: It means to keep patience, be aware of emotions and different perspectives. Manohar shows no patience with his employees and takes no feedback from the people working for him.
- (c) Relationship management: It is all about interpersonal skills. To get the best and maximum outcome from others and to motivate them by influencing them, it's the task of a good leader, which Manohar fails to do. He failed to build the connections with his workers and also failed to help them transform, grow and progress.
- (d) Social awareness: Manohar tells his staff if they cannot commit to the new vision and strategies, it might not be the place for them. He could have been a little lenient and understanding here. He should have payed attention to the tone of his voice. He should include the employees in decision making and ask them about the changes the organisation needed. I would rate Manohar a five out of ten.