

## EQ and Leadership

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EMOTIONAL  
INTELLIGENCE

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### Emotional Intelligence / Emotional quotient (EQ)

- It's the ability to understand and manage your own emotions, and those of the people around you
- People with a high degree of emotional intelligence know what they're feeling, what their emotions mean, and how these emotions can affect other people.
- Understanding others emotions can help you to make use of the situation to produce positive results

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## Emotional Intelligence / Emotional quotient (EQ)

- For leaders, having emotional intelligence is essential for success.
- Who is more likely to succeed – a leader who shouts at his team when he's under stress, or a leader who stays in control, and calmly assesses the situation?

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Do you have  
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## Daniel Goleman - 5 key elements of EQ

Self-awareness	<i>know how you feel, and you know how your emotions and your actions can affect the people around you</i>	take an honest look at themselves. They know their strengths and weaknesses, and they work on these areas so they can perform better.
Self-regulation	staying in control by regulating themselves effectively rarely verbally attack others, make rushed or emotional decisions, stereotype people, or compromise their values	typically don't allow themselves to become too angry or jealous. Don't make impulsive, careless decisions. They think before they act. Are thoughtful, comfort with change, integrity, and the ability to say no.
Motivation	Self-motivated leaders work consistently toward their goals, and they have extremely high standards for the quality of their work.	willing to defer immediate results for long-term success. They're highly productive, love a challenge, and are very effective in whatever they do.

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## Daniel Goleman - 5 key elements of EQ

### Empathy

the ability to put themselves in someone else's situation. Help develop the people on their team, challenge others who are acting unfairly, give constructive feedback, and listen to those who need it.

good at recognizing the feelings of others, even when those feelings may not be obvious. avoid stereotyping and judging too quickly, and they live their lives in a very open, honest way.

### Social skills

are great communicators. Open to hearing bad news as good news. Good at managing change and resolving conflicts diplomatically. They set an example with their own behavior.

Those with strong social skills are typically team players. Rather than focus on their own success first, they help others develop and shine. They can manage disputes, are excellent communicators, and are masters at building and maintaining relationships

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## What tools are available to test your EQ?

- Test your self NOW!
- <https://www.verywellmind.com/how-emotionally-intelligent-are-you-2796099>
- <https://hbr.org/2015/06/quiz-yourself-do-you-lead-with-emotional-intelligence> by Harvard Business Review
- [https://greatergood.berkeley.edu/quizzes/ei\\_quiz/take\\_quiz](https://greatergood.berkeley.edu/quizzes/ei_quiz/take_quiz) by University of Berkeley

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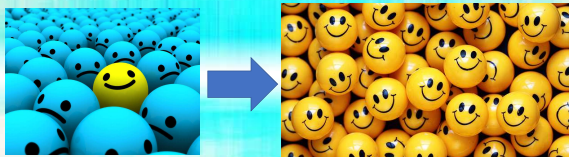
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## Benefits of EQ in Leadership

- To be effective, leaders must have a solid *understanding of how their emotions and actions affect the people around them.*
- The better a leader relates to and works with others, the more successful he or she will be.




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## How to Improve Your Emotional Intelligence?

Emotional Intelligence **can** be learned and developed

- Observe how you react to people >>>
- Look at your work environment >>>
- Do a self-evaluation >>>
- Examine how you react to stressful situations >>>
- Take responsibility to your action >>>
- Examine how your actions will affect others >>>

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## How to Improve Your Emotional Intelligence?

- Observe Others
  - ✓ Watch out for body language cues
  - ✓ Watch out for specific words and phrases
  - ✓ Watch out for patterns of behavior

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## Summary

- EQ is the ability to understand and manage your own emotions, and those of the people around you
- Goldman's theory of 5 elements of EQ are
  - Self Awareness
  - Self Regulation
  - Motivation
  - Empathy
  - Social Skills
- Emotional Intelligence **can** be learned and developed
  - Observe how you react to people
  - Observe Others

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## Sources

- <https://www.mindtools.com>
- <https://www.inc.com>
- <https://psychcentral.com>

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