



80:20 EQ and Group Flow

Key Takeaways

- 1 80/20 EQ
- 2 A Primer on Group Flow

Quote:

“ Emotional self-control –
delaying gratification and
stifling impulsiveness –
underlies accomplishment
of every sort. ”

— *Daniel Golman*

Diagnostic
N/A

Exercise

Group Flow Trigger Reflection

See next page for details

Exercise

Group Flow Trigger Reflection

When you think back on group flow experiences you've had, which trigger has contributed the most?

Group Triggers:

1. Complete Concentration
2. Shared Goals
3. Shared Risk
4. Yes and...
5. Close Listening
6. Autonomy/Sense of Control
7. Blending Egos
8. Familiarity
9. Equal Participation
10. Open Communication

Glossary

Interpersonal Flow: Refers to two people talking.

Team Flow: Emerges from the team dynamics.

Communitas: Group flow at scale.

Notes

Lesson Resources

1. Emotional Intelligence,
By Daniel Goleman
2. Group Genius,
By Keith Sawyer
3. Team Flow - The psychology of optimal collaboration,
By Jef Josephus Johannes van den Hout and Orin C. Davis
4. The Conceptualization of Team Flow.
By van den Hout, Jef J.J., et al., 2018
5. Emotional Intelligence.
By Salovey, P., Mayer, J.D., 1990
6. What Is Emotional Intelligence.
By Salovey, P., Mayer, J.D., 1997
7. Multiple Intelligences,
By Howard Gardner
8. The Emotionally Intelligent Manager,
By David R. Caruso and Peter Salovey
9. 80/20 of Emotional Intelligence:
 1. Empathy
 2. Active Listening
 3. Imagination
 4. Autopilot Awareness
 5. Language Reprogramming