APSS1L01 Tomorrow's Leaders

Lecture Four: Social-Emotional Competence
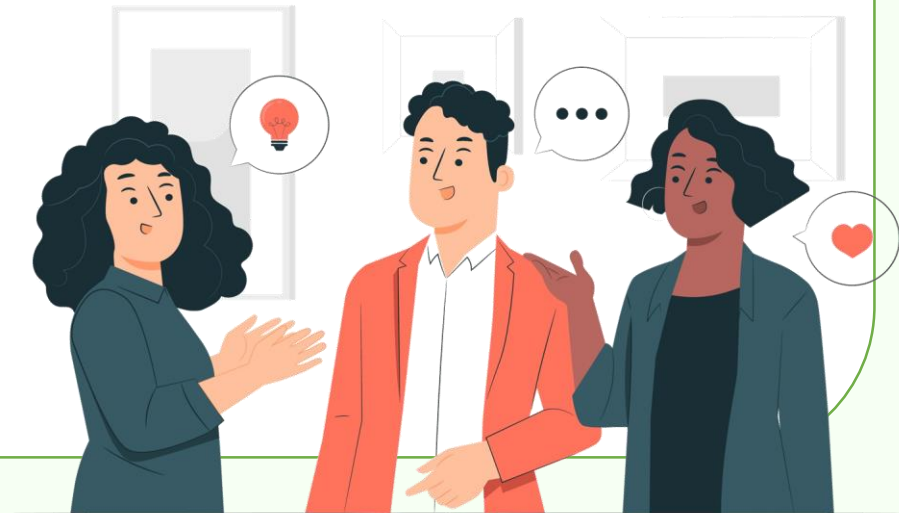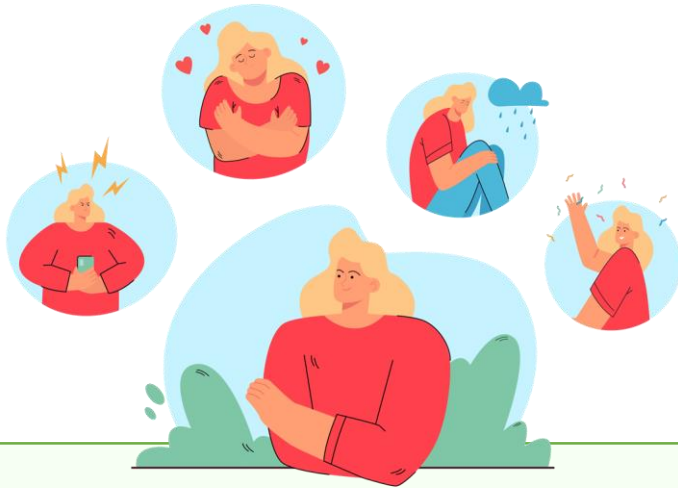
Curriculum Development Team

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What Is Social-Emotional Competence?
(Saarni, 2000)

-an individual's ability "to respond emotionally yet strategically and to apply his or her emotional expressiveness in relationships with others towards accomplishing specific goals and objectives."

What Is Social-Emotional Learning?

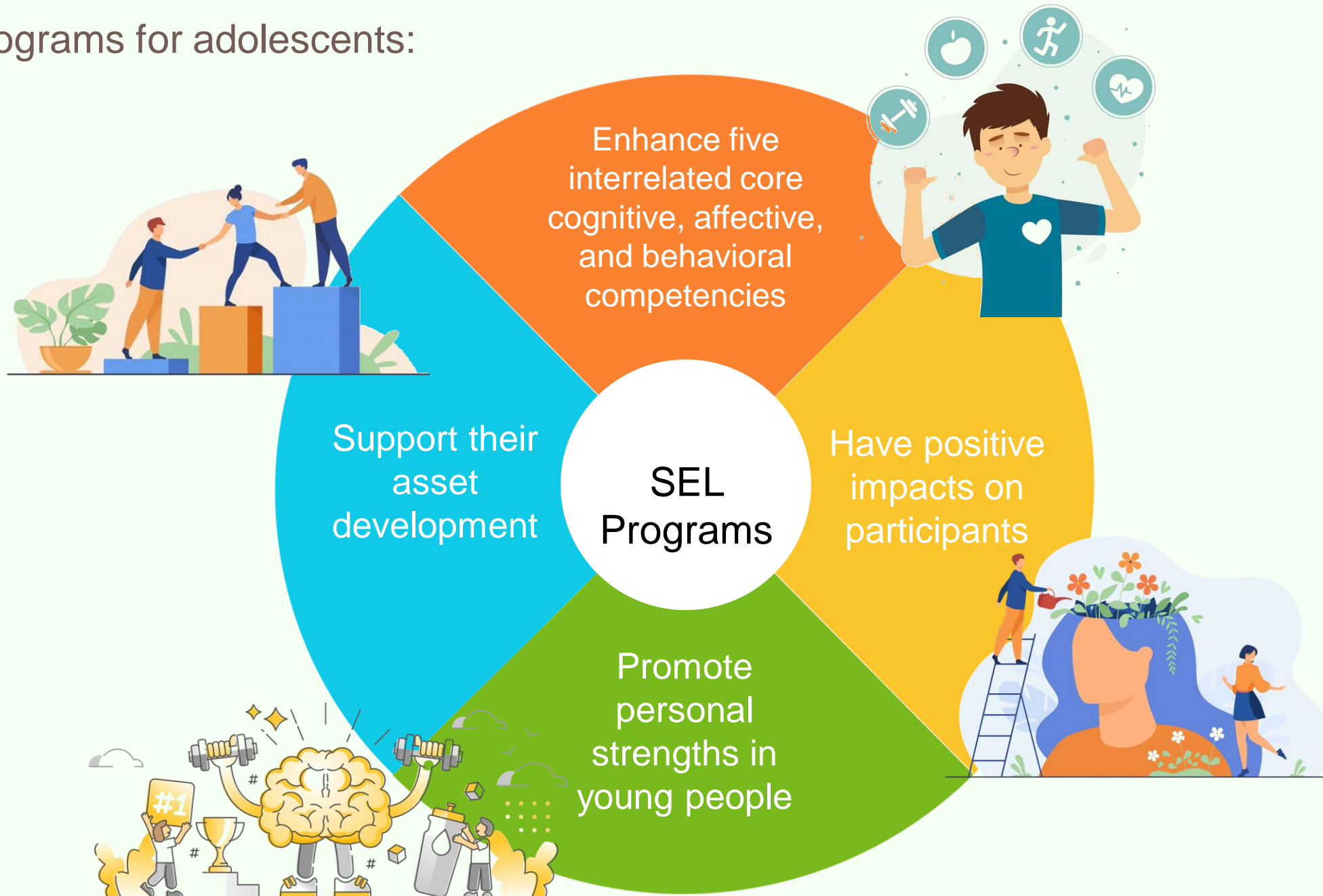- Integral part of education and human development

What Is Social Emotional Learning?

Social-Emotional Learning is acquiring core competencies to:

- Handle **Interpersonal Situations** Constructively
- Recognize and Manage **Emotions**
- Set and Achieve Positive **Goals**
- Appreciate the **Perspectives of Others**
- Establish and Maintain Positive **Relationships**
- Make Responsible **Decisions**

SEL programs for adolescents:

Enhance five interrelated core cognitive, affective, and behavioral competencies

Support their asset development

SEL Programs

Have positive impacts on participants

Promote personal strengths in young people

The four dimensions of social-emotional competence

(Goleman, Boyatzis, & McKee, 2002)

Highest
(most advanced skill)

Relationship Management	Managing other people's emotions
Social Awareness	Perceiving and understanding the meaning of other's emotions
Self-management	Managing our own emotions
Self-awareness	Perceiving and understanding the meaning of your own emotions
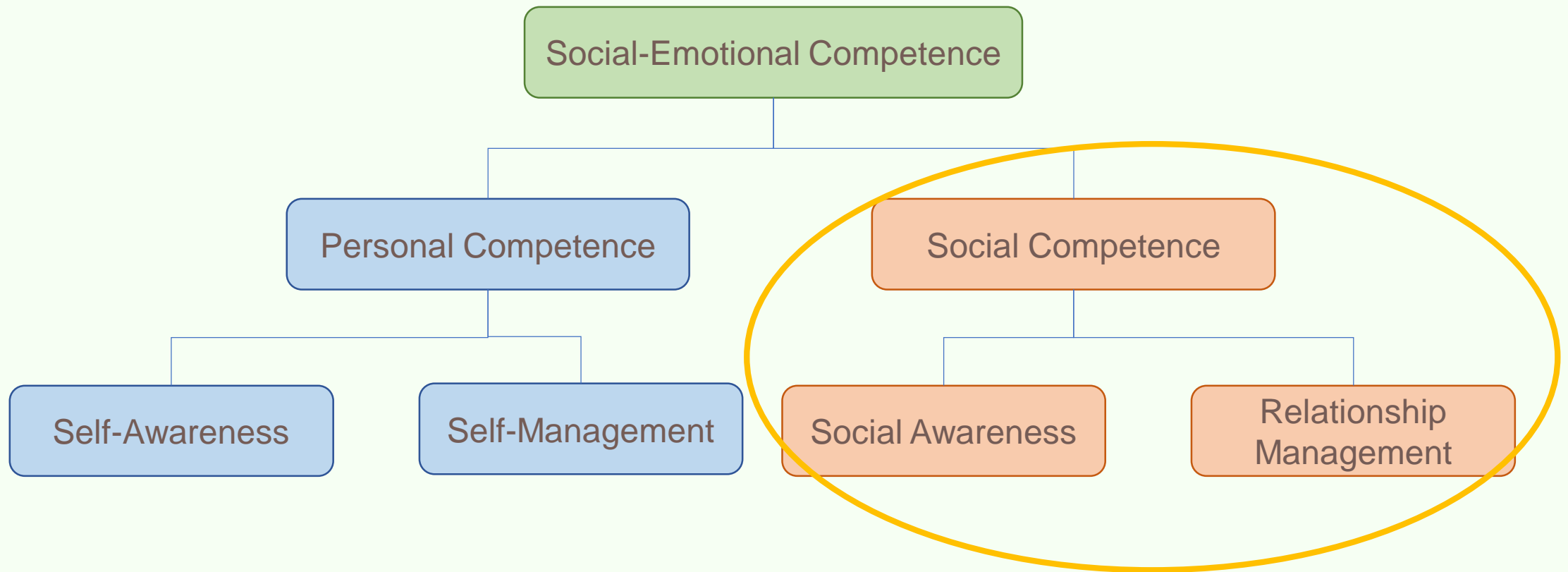
Lowest (most basic skill)

Social-Emotional Competence Domains

(Goleman, Boyatzis, & McKee, 2002)

Social-Emotional Competence Domains

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Social Emotional Competence

Social Awareness

Empathy: understanding other people's situation

Organizational Awareness: reading the current situation in the organization, including organization politics and social environment

Service Orientation: anticipating, recognizing, and meeting customers' needs

Relationship management

- **Inspirational Leadership:** inspiring and guiding individuals and groups.

- **Influence:** wielding effective tactics for persuasion.

- **Developing Others:** sensing others' development needs and bolstering their abilities.

- **Change Catalyst:** initiating or managing change.

- **Conflict Management:** negotiating and resolving disagreements.

- **Teamwork & Collaboration:** working with others toward shared goals. Creating group synergy in pursuing collective goals.

Social-Emotional Competence

Personal Competence

Social Competence

Social A

Re

The emotional and social intelligences of effective leadership
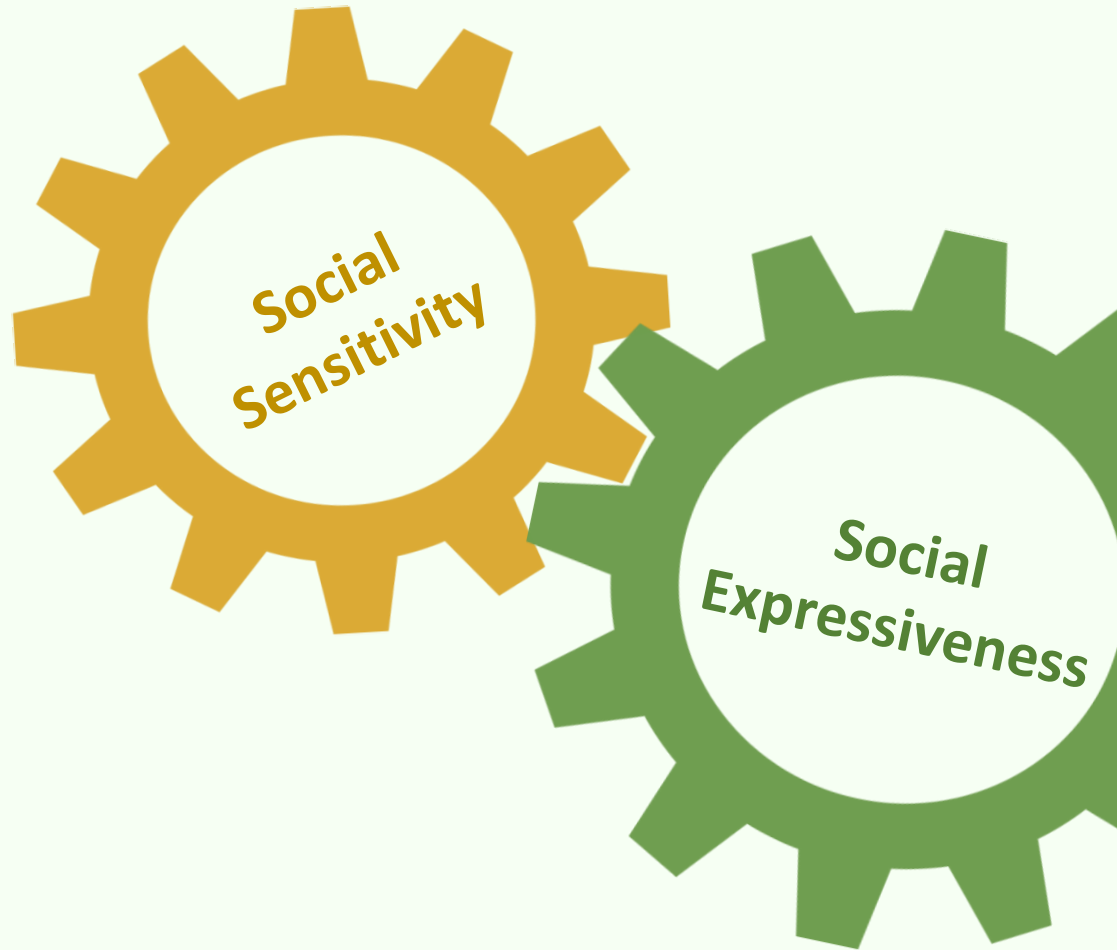
(Riggio & Reichard, 2008)

- Able to interact with people from diverse backgrounds in a variety of situations
- Display social awareness

- Act in a socially appropriate manner in different contexts

Socially competent leaders

The emotional and social intelligences of effective leadership

(Riggio & Reichard, 2008)

Social Sensitivity

Social Expressiveness

Social expressiveness

- Skills in verbal expression and the ability to engage others in social interactions

- Being more physically attractive, having a broader network of social ties, and being confident in public speaking
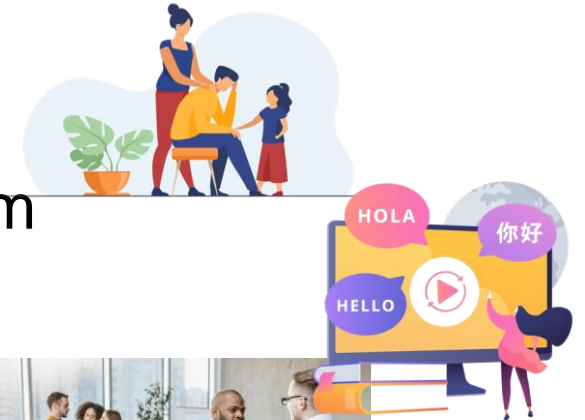
The emotional and social intelligences of effective leadership

(Riggio & Reichard, 2008)

Social Sensitivity

Social sensitivity

- Being aware of others' feelings and needs, and being responsive to them

- Skills in interpreting the verbal messages of others

- Ability to read and interpret others' nonverbal messages

- Ability to understand social situations, norms, and rules

The emotional and social intelligences of effective leadership

(Riggio & Reichard, 2008)

Social control

- "know what should be done"

- Skills in role-playing and social self-presentation

- Related to emotional control, sense of confidence, and self-efficacy in social situations

Social Control

References

- CASEL. (n.d.). What is SEL? Retrieved from https://casel.org/what-is-sel/
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