LEADERSHIP FOR INNOVATORS

EMOTIONAL INTELLIGENCE.

October 6, 2021





Skoltech

ethick decision contribution teamwork

management

Self-Awareness. Q&A

Emotional Intelligence: What Is It

Models of EQ

Recognition of Emotions



Personality Types

ISTJ	ISFJ	INFJ	INTJ
Doing what	A high sense of	An inspiration to	Everything has
should be done	duty	others	roomfor
			improvement
ISTP	ISFP	INFP	IMP
Ready to try	Sees much but	Performing	A love of
anything once	shares little	noble service to	problem solving
		aid society	
ESTP	ESFP	ENFP	EMP
The ultimate	You only go	Giving life an	One exciting
realists	around once in	extra squeeze	challenge after
	life		another
ESTJ	ESFJ	E VF J	EVTJ
Life's	Hosts and	Smooth talking	Life's natural
administrators	hostesses of the	persuaders	leaders
	world		

LEADERSHIP AND MANAGEMENT: EQ ROLE

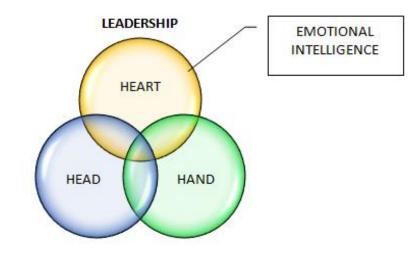
LEADING

Vision & strategy
Creating value
Influence & inspiration
Have followers
Leading people
People focused
Charismatic style
Risk & change seekers
Appeal to the heart
Proactive
Sets direction
Raising expectations
Ask questions

MANAGING

Accomplish a goal
Explain vision
Organization figureheads
Motivate others
Mobilize resources

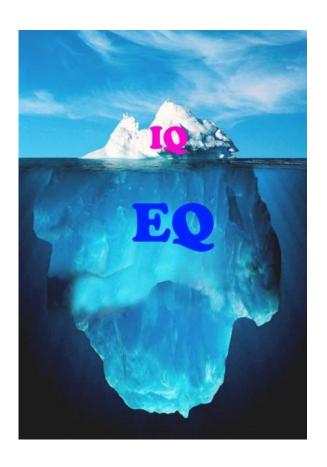
Policies & procedures
Counting value
Power & control
Have subordinates
Managing work
Work focused
Authoritarian style
Risk averse & stability
Appeal to the head
Reactive
Plans detail
Maintain status quo
Give directions

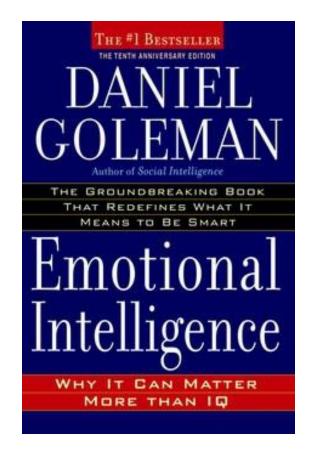




Emotional Intelligence

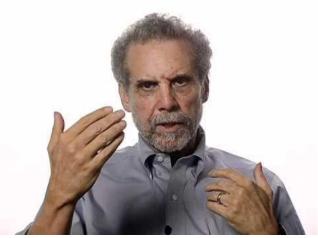








CLASSICS OF EQ: DANIEL GOLEMAN



"In a very real sense we have two minds, one that thinks and one that feels"

— <u>Daniel Goleman</u>, <u>Emotional Intelligence: Why It Can Matter More</u> <u>Than IQ</u>

https://www.youtube.com/watch?v=Y7m9eNoB3NU



PETER SALOVEY



https://www.youtube.com/watch?v=0k8TcF-3ofY

Peter Salovey Emotional Intelligence and Leadership



EQ in a Nutshell

→ Thorndike in 1920 introduced the idea that there exist other human intelligences aside the general/traditional intelligence (IQ) and cognitive abilities.

→ Howard Gardner presented the seven human intelligence; linguistics, musical, logical mathematical, spatial, bodily-kinaesthetic, intrapersonal and interpersonal intelligence.

→ Peter Salovey, David Caruso, John Mayer Introduced the EQ Test

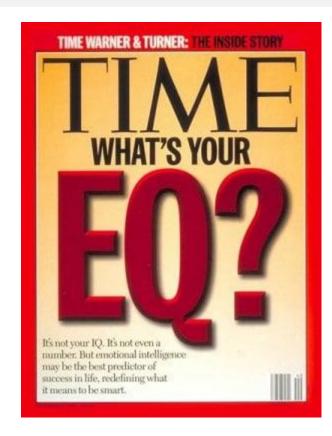
→ Daniel Goleman

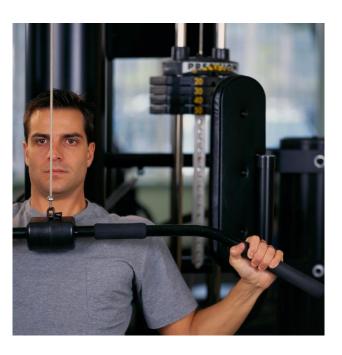


EQ – most general definition

EQ – is an ability to recognize and to manage your feelings

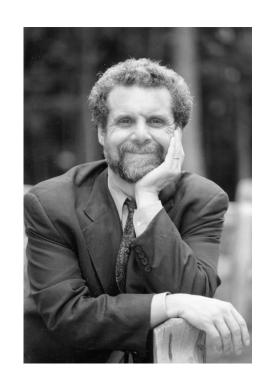








"We are being judged by a new yardstick; not just how smart we are, or by our training and expertise, but also how well we handle ourselves and each other."

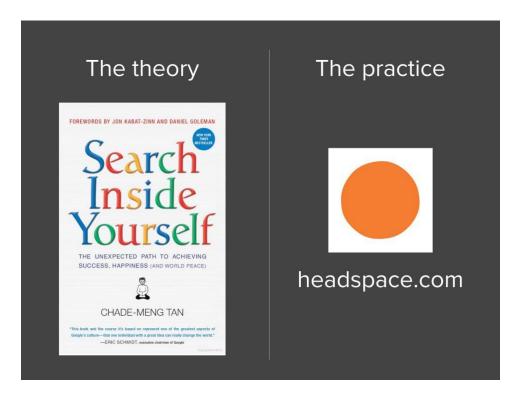


Daniel Goleman, Ph.D.



Emotional Intelligence

Is a skill to use your own and other people feelings for the sake of the business processes







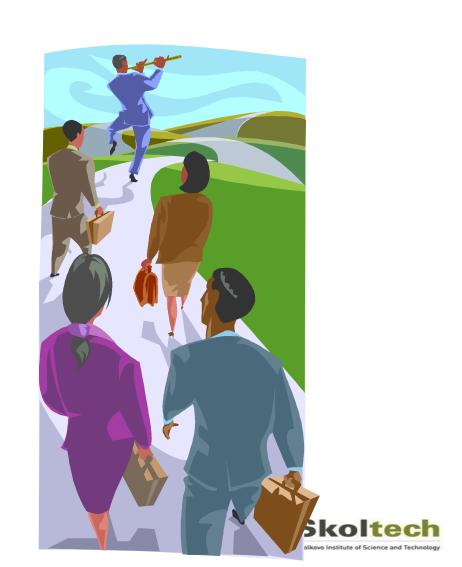
Personal Benefits of Emotional Intelligence

- Greater career success
- Stronger personal relationships
- Increased optimism and confidence
- Better health



Professional Benefits of Emotional Intelligence

- Effective leadership skills
- Improved communication
- Less workplace conflict
- Better problem solving skills
- Increased likelihood of promotion



What is Emotional Intelligence?

Emotional intelligence is not about being nice all the time.

- It is about being honest.

 Emotional intelligence is not about being "touchy-feely."
- It is about being aware of your feelings, and those of others.

Emotional intelligence is not about being emotional.

It is about being smart with your emotions.



The Five Essential Competencies of Emotional Intelligence

Self-Awareness

Self-Regulation

Relate to Ourselves

Self-Motivation

Empathy

Relate to Others

Effective Relationships



Emotional Intelligence

SELF

SOCIAL

RECOGNITION

Who I am

Awareness

Self Awareness

the ability to recognise and understand your moods, and emotions, and drives, as well as their effect on others **Social Awareness**

the ability to understand the emotional makeup of other people, skill in treating people according to their emotional reactions (empathy)

REGULATION

What I do

Regulation

Self Management

the ability to control or redirect disruptive impulses and moods, the propensity to suspend judgement – to think before acting **Social Skills**

proficiency in managing relationships and building networks, an ability to find common ground and build rapport

How we manage ourselves

How we handle relationships



EQ

Emotional Intelligence Domains and Competencies

SELF- AWARENESS	SELF- MANAGEMENT	SOCIAL AWARENESS	RELATIONSHIP MANAGEMENT
Emotional self-awareness	Emotional self-control	Empathy Organizational awareness	Influence
	Adaptability		Coach and mentor
			Conflict management
	Achievement orientation		Teamwork
	Positive outlook		Inspirational leadership



Emotional intelligence is an important key to leadership

It is no longer enough to lead by virtue of power alone.





Fundamental Questions

1. What emotional resources do leaders need to thrive amidst chaos and turbulent change?

2. How do leaders create an emotional organizational climate that fosters creative innovations, change, performance, or lasting relationships?



Practicing Self-Awareness:

 Awareness of our own emotional states is the foundation of all the E.I. skills.

 Learn to "tune-in" to your emotions – they can give you valid information about your responses to stressful situations.

• Recognize the importance of emotions even in "technical" fields.

