

LEADERSHIP FOR INNOVATORS

EMOTIONAL INTELLIGENCE.

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Skoltech

Professor Maxim Kiselev, CEI





Self-Awareness. Q&A

Emotional Intelligence: What Is It

Models of EQ

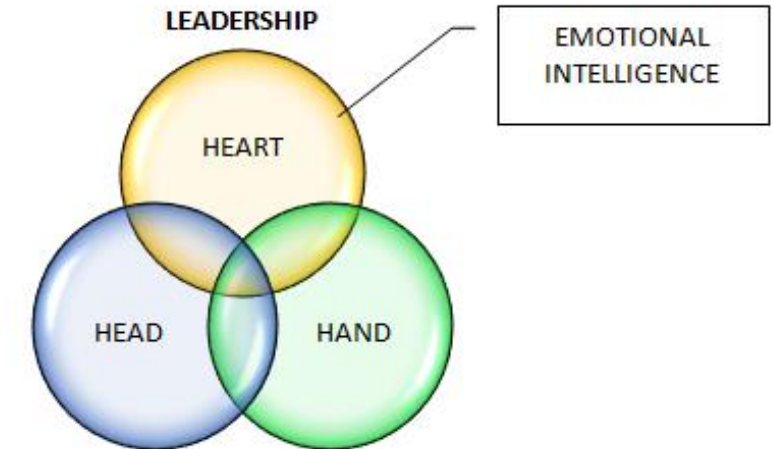
Recognition of Emotions



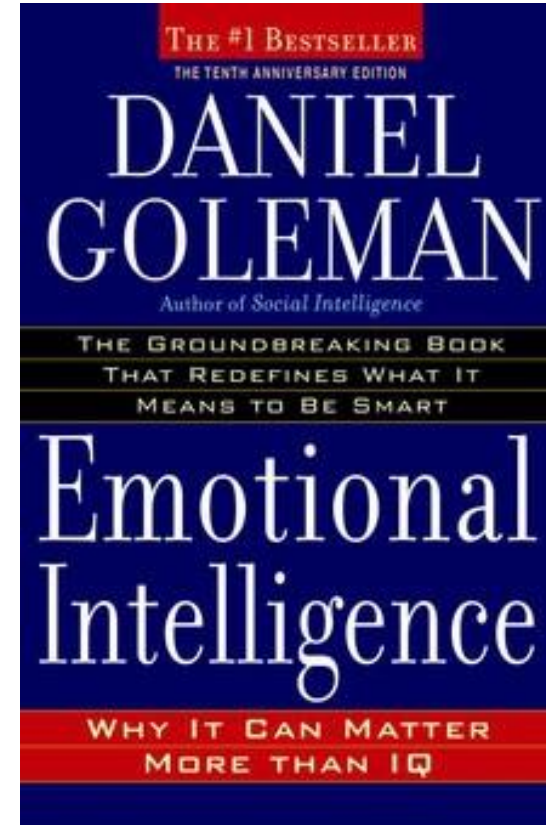
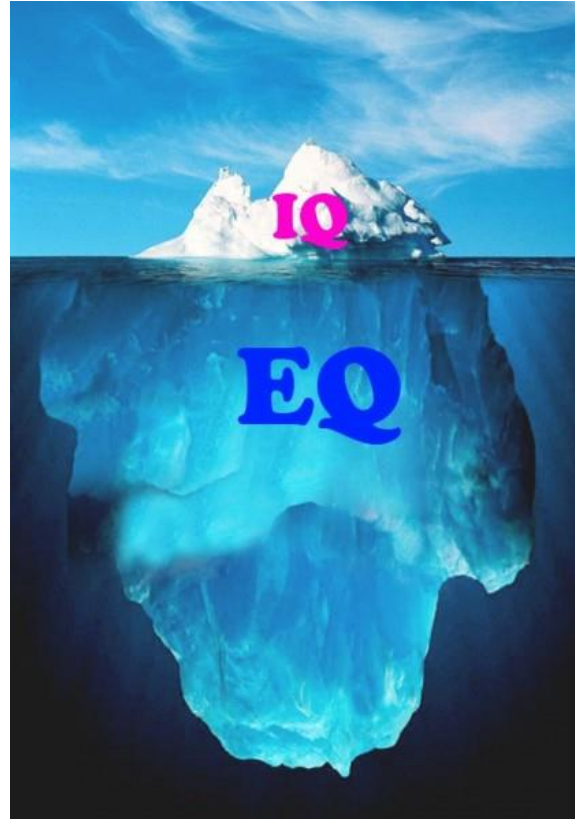
Personality Types

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

LEADERSHIP AND MANAGEMENT: EQ ROLE



Emotional Intelligence



CLASSICS OF EQ: DANIEL GOLEMAN



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

— Daniel Goleman, *Emotional Intelligence: Why It Can Matter More Than IQ*

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

PETER SALOVEY



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

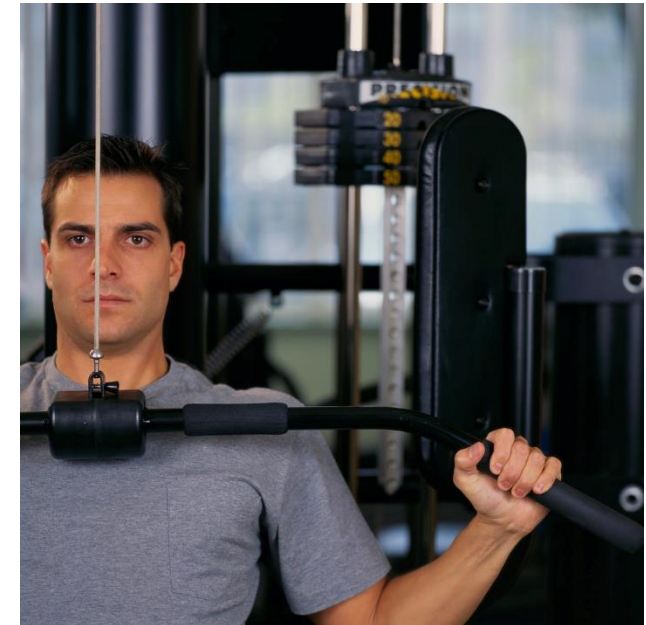
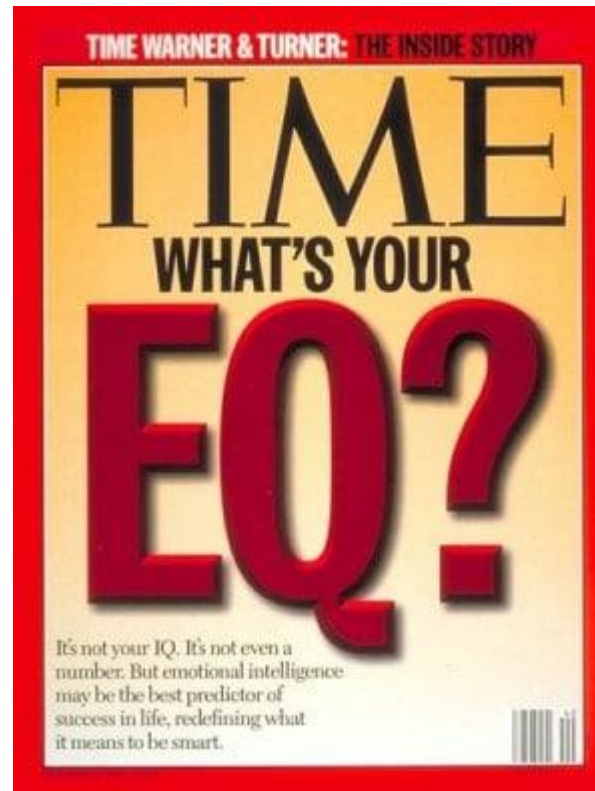
Peter Salovey Emotional Intelligence and Leadership

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



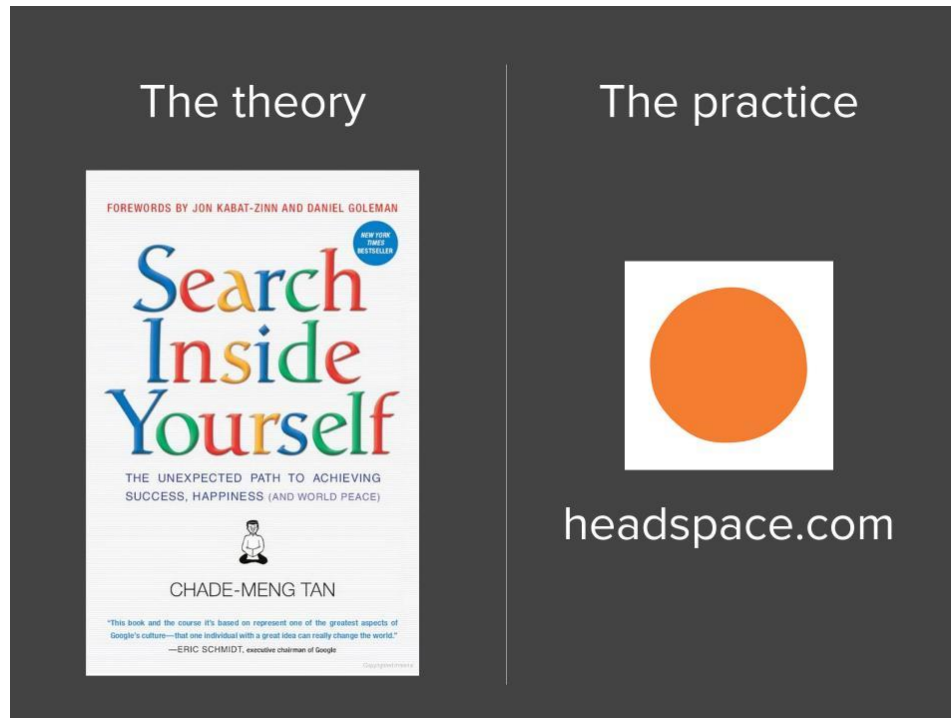
“We are being judged by a new yardstick; not just how smart we are, or by our training and expertise, but also how well we handle ourselves and each other.”



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.**

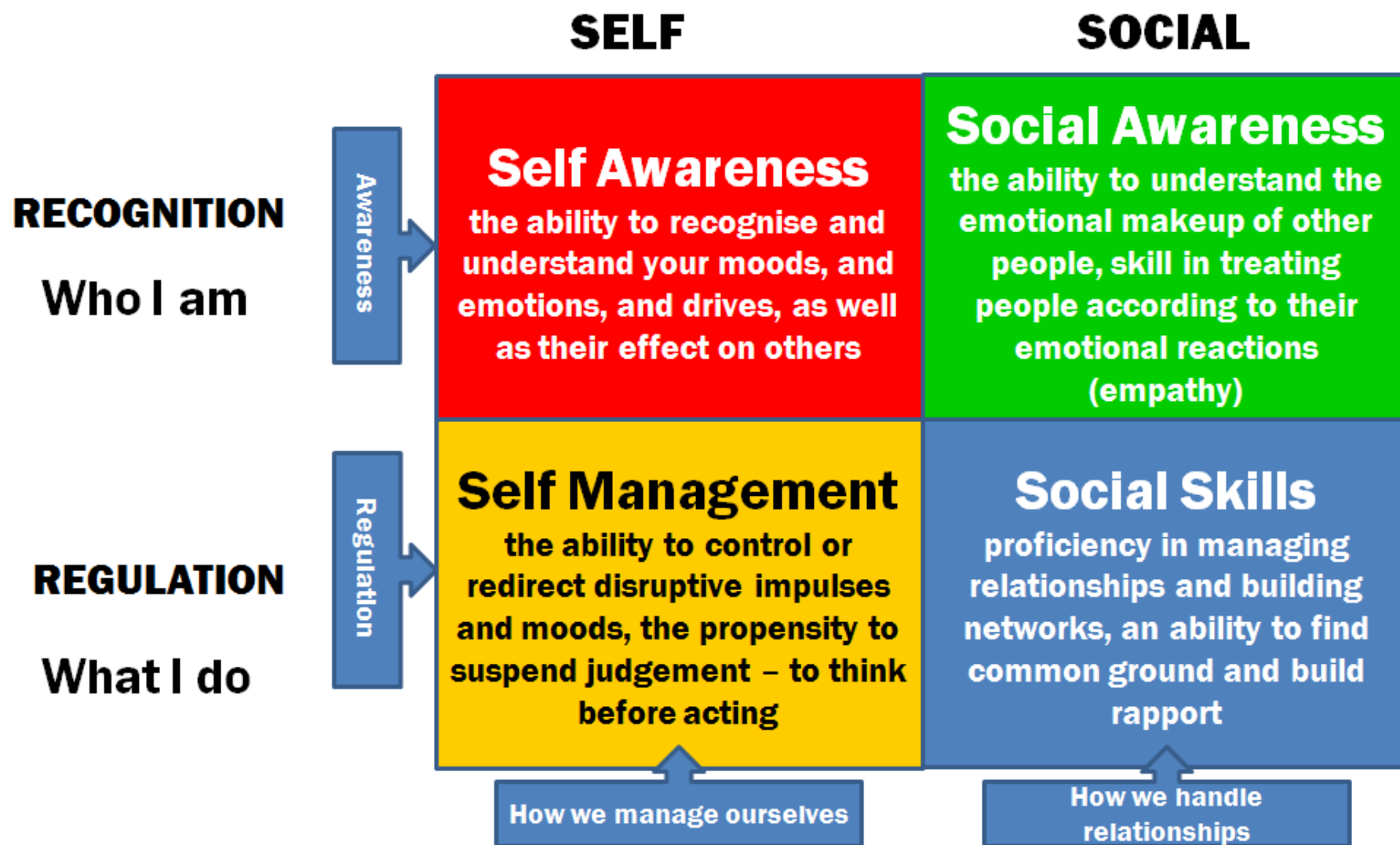
The Five Essential Competencies of Emotional Intelligence

- Self-Awareness
- Self-Regulation
- Self-Motivation
- Empathy
- Effective Relationships

Relate to
Ourselves

Relate to Others

Emotional Intelligence



EQ

Emotional Intelligence Domains and Competencies

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