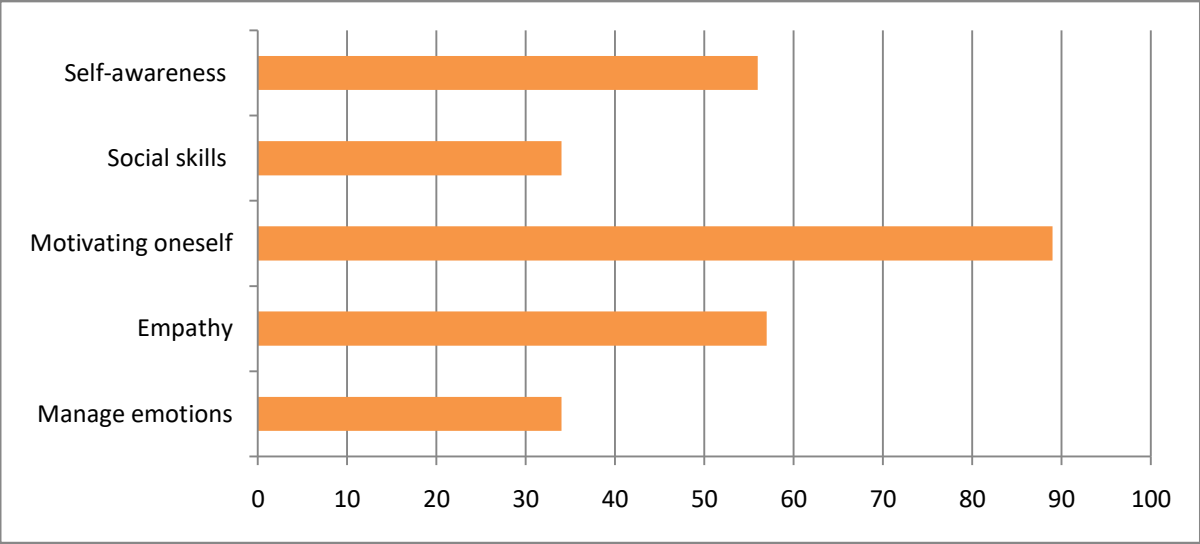


# Emotional Intelligence –

Emotional intelligence helps us perceive emotions. It also helps us to access and generate emotions to assist thought. It helps us to understand emotions and emotional knowledge. Finally, using emotional intelligence, we can regulate emotions by reflecting upon them. Overall, it promotes our emotional and intellectual growth. The 5 emotional competencies covered in emotional intelligence are

Component	Description	Status
Self-Awareness	Being aware of our own emotions and feelings, preferences as well as intuitions	Satisfactory
Managing Emotions	Managing our emotions and impulses	Needs attention
Motivation	Emotional tendencies that guide us towards our goals.	Satisfactory
Empathy	Awareness of emotions, feelings, needs and concerns of others.	Satisfactory
Social skills	These are skills needed to effectively handle and manage emotions in others.	Satisfactory



## Focus Areas

Managing emotions

## Self-awareness - Inferences, Development recommendations

### General -

Self-aware individuals can recognize and understand their own moods, emotions and drives. They can also recognize the influence of these on others. Self-aware people can do a realistic self-assessment, Being self-aware requires us to be able to monitor our emotional state and its effect on others. As we become more and more self-aware, we become adapt in recognizing and naming our emotions.

### People high on this

1. You know yourself- Know your strengths & weaknesses
2. You know which emotions you are experiencing & what has triggered them. You are aware of the intensity of emotionsa
3. While experiencing emotion, you realize the link between feelings & what they think, act & say. You are able to articulate & label your feelings
4. You are also aware of the potential impacts that your emotions can have on others.emotions, that lead to outbursts at slightest triggers.

### Development recommendations

1. Monitor - Pay attention to your emotions to various stimuli in daily life. Pay attention to the physical reactions of the same as well (for exchanges in your body language, physical issues). Name the emotion.
2. Practice to make it real time - Initially, it may be that you reflect once the emotion has already appeared and forced us to act. Practice observing emotions when they arise. Try to question - what is the emotion that I am feeling, what triggered it, Is the emotion helpful or harmful,
3. Acknowledge the presence of a particular emotion & embrace it without judging it as good or bad. By doing so, you are accepting yourself wholeheartedly
4. Identify patterns of emotions that arise because of various stimuli. If possible, keep a journal
5. Be honest to yourself - Know your true motives, intentions and fears behind those emotions, without negatively judging yourself. By doing so, you can work on a long-term strategy to manage the emotions & their response.
6. Seek feedback - from some-one you can trust to provide an objective, honest feedback while keep it to herself. Reflect on this without rumination, to slowly improve your self-awareness.

## Managing emotions - Inferences, Development recommendations

### General -

This ability saves us from engaging in disruptive behaviour. We are able to control our unhelpful impulses and moods and redirect them. We can suspend decision making in impulse and acting before thinking.

### People high on this

1. High self-management requires high self-awareness. People high on self-management have already mastered the art of self-awareness.
2. These people have the ability to slow down - They do not react instantly when they experience uncomfortable emotion. Instead they let it settle down and realize the negative impact of an inappropriate response. They then provide a response most appropriate to fulfil their long-term goals. In any case, they avoid destructive reactions.
3. They can reframe their experiences - By doing so, they can see the context and rationale of other people's actions. They can also re-interpret stress generating stimuli to more moderate or even positive resilience generating opportunities. In doing so, they can avoid buildup of destructive emotions, that lead to outbursts at slightest triggers.

### Development recommendations

1. Learn some hands-on techniques - Practice deep breathing & calming down, once you are aware that an emotion has been triggered
2. Practice regular reappraisal of situation, taking an uninvolved, and 3rd person perspective.
3. Use humour as a way to diffuse build-up emotions. So while you put across your point, you don't need to be raging in anger.
4. Diffuse pent-up emotions - Relax and take life a little easy. Take care of yourself - taking breaks & giving yourself small treats, so that your overall emotional state is relatively unstressed. You can then absorb the shocks of troubling stimuli more appropriately.
5. Get a mentor - Someone you can both trust and also look upon when it comes to managing emotions. Seek help without being over dependent or being a drag on her.
6. Practice delaying reaction as well as presenting under reaction, even when doing so is initially uncomfortable.
7. Response modulation - Regular exercise (reduces emotional distress), Sleep, Counselling & psychotherapy - CBT/ ABC PLEASE)

## Motivating oneself - Inferences, Development recommendations

### General -

Our ability to motivate ourselves helps us to pursue goals with energy and persistence. We display a drive to achieve. We remain optimistic even in failure. We also remain committed to our goal.

### People high on this

1. **Personal drive to achieve** - These people have strong desire to improve or meet certain standards. They have a growth mindset - belief that there is always a room for improvement & striving for the same.
2. **Commitment** - People high on motivation show strong commitment to personal & organizational goals
3. **Initiative** - These people are ready to act on opportunities. It includes appropriate risk taking as well as the courage to act in spite the fear of unknown.
4. **Optimism, persistence & resilience** - These people showcase ability to keep going & pursue goals in face of setback.

### Development recommendations

1. **Reframe** - Reframe your current situation & objectives in a manner that they align to some of your cherished life values. A lot of our behaviour is driven by expectation of value fulfilment. Hence having goals that fulfil our values can help improving our motivation levels.
2. **Work on your self-efficacy** - the belief in your capacity to learn, deliver & grow. The belief that we can achieve something is a strong motivator to put efforts towards that. Identify incremental goals that challenge you a little but are not too far-fetched. Doing this consistently shall lead to small incremental successes & capacity enhancements that over a period of time shall add to large gains in capacity, confidence and performance.
3. **Connect emotionally to your organization** - Find things that you appreciate about your organization and people around you. When you can appreciate someone or something, you are more committed to making it successful.
4. **Develop courage** - Fear of failure can hold us from taking initiative. Consider the possible negative outcomes that can occur. Be a bit reasonable while doing so. If you can't do so alone, do this with some trusted coworker. Identify what shocks you can take without being overly disturbed. Like incremental challenging goals, try becoming comfortable with incrementally increasing negative outcomes.

## Empathy - Inferences, Development recommendations

### General -

Empathetic people can easily understand the emotions of others. They can adjust their behaviour and response accordingly. They display sensitivity to others' cultures and beliefs. They are concerned about well-being of others and care about others.

### People high on this

1. People high on empathy are mindful of others' feelings and the impact that these have on them.
2. They have the capacity to feel for others - live their feelings. They can feel their pains, fears, insecurities as well as excitements.

### Development recommendations

1. Know others without intruding - Know about their experiences, situations and context. Knowing is an important tool for connecting. Apart from listening to them, observe them to understand their undeclared needs.
2. Practice immersing into others' emotional world - Imagine yourself in their world and then try to image how they would be feeling - including their pains & excitement.
3. Engage with them - Identify opportunities to help them, materially or emotionally.

## Social skills - Inferences, Development recommendations

### General -

These people can build and maintain relationships. They can create people networks. They can find common grounds with others and are skillful in building rapport. This gives them effectiveness when working in teams and as leaders.

### People high on this

1. They maintain a healthy self-esteem, free of self-doubt or insecurities. At the same time, they value and respect others.
2. They know how to communicate - they truly listen, they speak to connect and they are truly present.
3. These people are masterful in building rapport with others by engaging with them. They utilize their emotional self-regulation and empathy for the same.
4. They are experts in managing conflicts in constructive manner - without blaming, punishing, being rude or being too fearful of the conflict situation. They utilize their ability to engage to listen to conflicting viewpoints, remaining objective in accepting or rejecting those view points and gracefully making their point & thus making their way

### Development recommendations

1. Know the value of relationships - Consider relationships as potential sources of rewards directly by creating deep, meaningful connections as well as indirectly through collaboration of resources.
2. Embrace yourself & be authentic - Be honest to yourself and embrace yourself wholeheartedly as you are. This shall help you reduce your insecurities or fears that might slip in. Represent yourself honest to yourself as you truly are.
3. Work on your emotional intelligence - specifically self-management & empathy. Be truly interested in others and their well-being. Also be seasoned in display of your emotions in the most appropriate manner.
4. Nurture relationships - Consider each interaction to have a potential to create a long-lasting relationship. Find opportunities & ways to be in touch. Nurture each relationship by being trustworthy, being truly available, communicating to connect and caring for the partner.