



Emotional Intelligence and your success

Anyone can become angry – that is easy. But to be angry with the right person, to the right degree, at the right time, for the right purpose and in the right way – this is not easy.

ARISTOTLE, The Nicomachean Ethics

FOUR PART SERIES ON EMOTIONAL INTELLIGENCE

SESSION 1:
Understanding
Emotional Intelligence (EQ)

SESSION 2:
Self awareness to manage
emotions

SESSION 3:
Social Awareness

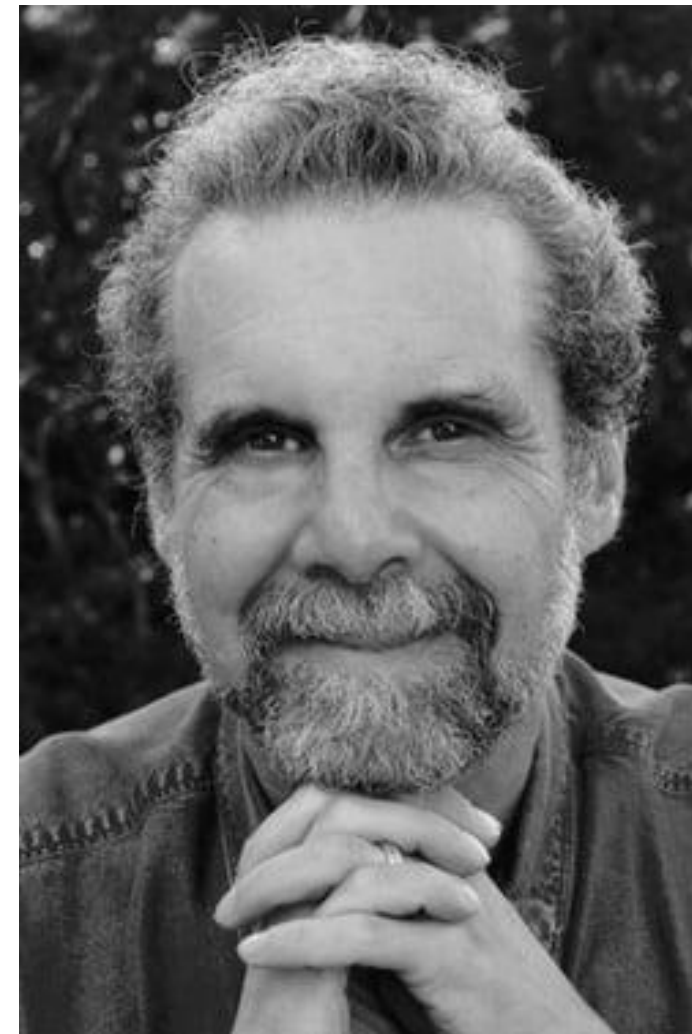
SESSION 4:
Emotional Intelligence
under Stress

EQ vs. IQ

1. You have a big test in front of you, and it's all material that you studied.
You're going to be primarily using your...
2. You just started a new job and you need to figure out how you're going to fit amongst coworkers. You're going to be primarily using your...
3. You're working collaboratively with a small team of people as their leader and need to have their full cooperation for success.
4. You need to figure out how to fit all your belongings into a small truck so they all fit for your move.
5. You're haggling with a street vendor

HISTORY OF EQ

- ❑ The concept of emotional intelligence goes back to the 40s. Some of the earliest pioneers in the field were Edward Thorndike, David Wechsler and R.W. Leeper
- ❑ Author and psychologist, Daniel Goleman's 1995 book *Emotional Intelligence* gained wide popularity and made emotional intelligence a word common in our language.



DIFFERENCE BETWEEN EQ AND IQ

INTELLIGENCE QUOTIENT (IQ)

- Measures cognitive intelligence(your ability to learn / skilled use of reason)
- Doesn't change, fixed at birth
- Neo cortex or top portion of the brain
- Gets you through school

EMOTIONAL INTELLIGENCE QUOTIENT (EQ)

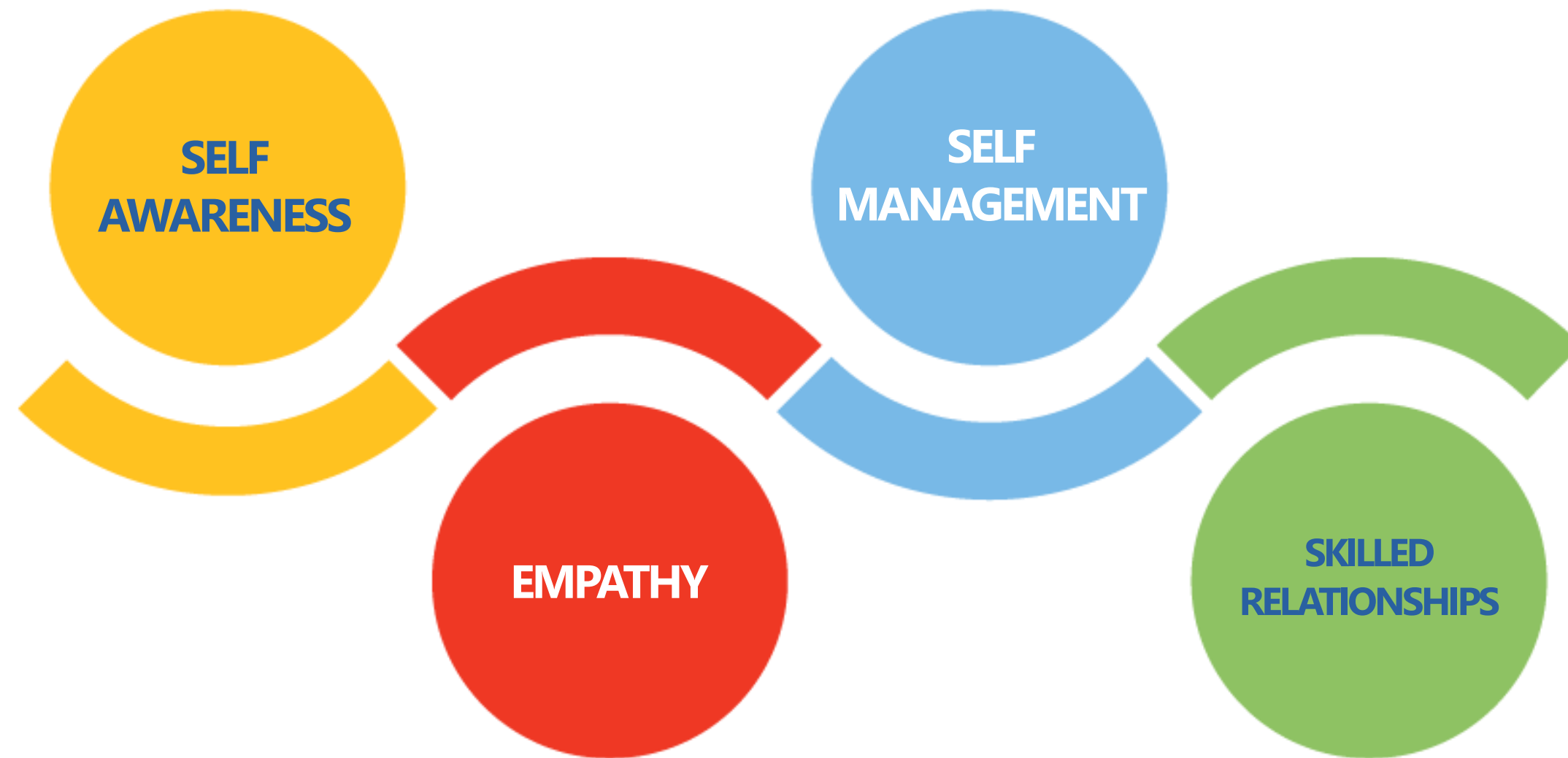
- Measures emotional intelligence(your ability to use emotions and cognitive skills)
- Flexible skill, can be learned
- Limbic System portion of the brain
- Gets you through life

WHAT IS EQ?

EQ/EI refers to emotional management skills which provide competence to balance emotions and reason, to maximize long term effectiveness and happiness.



THE FOUR DOMAINS



WHAT ARE YOUR THOUGHTS, FEELINGS
AND ACTIONS?





Psychological mindedness, is a person's ability to see relationships among thoughts, feelings and actions, with the goal of learning the meanings and causes of their experience and behaviour.

WHY IS EQ IMPORTANT AT WORK?

- More than 50% of the employees lack the motivation to keep learning and improving.
- 4 in 10 people cannot work cooperatively.
- 70% of all change initiatives fail because of people issues – inability to lead, lack of teamwork, unwillingness to take initiative, and inability to deal with change.





ACTIVITY

ASSIGNMENT

EMOTION I EXPERIENCED	MY THOUGHTS	MY BODILY SENSATIONS

THANK YOU!

SUMMARY

1. Introduction
2. EQ vs IQ
3. History of EQ
4. Difference between IQ and EQ
5. What is EQ
6. Four domains
7. What are your thoughts
8. Psychological Mindedness
9. Importance of Emotional Intelligence at work
10. Activity