



# A Look In The Mirror – What Kind Of Leader Are You?

# Emotional Intelligence – What's It All About?

## Activity:

- In small groups identify words, phrases, ideas that come to mind when you think of Emotional Intelligence
- Develop a definition from the words, phrases, ideas
- Select a spokesperson to share with the larger group

# Emotional Intelligence is...

**A set of emotional and social skills that collectively establish how well we:**

- ✓ Perceive and regard ourselves
- ✓ Express ourselves to the outside world
- ✓ Develop and maintain social relationships
- ✓ Use emotional information in an effective + meaningful way
- ✓ Cope with stress, uncertainty + challenges

# Why Does Emotional Intelligence Matter?

Emotions drive people and people drive relationships, performance, teams, productivity and success.

**58%** of job performance is due to self-awareness, managing one's emotions and building effective working relationships.

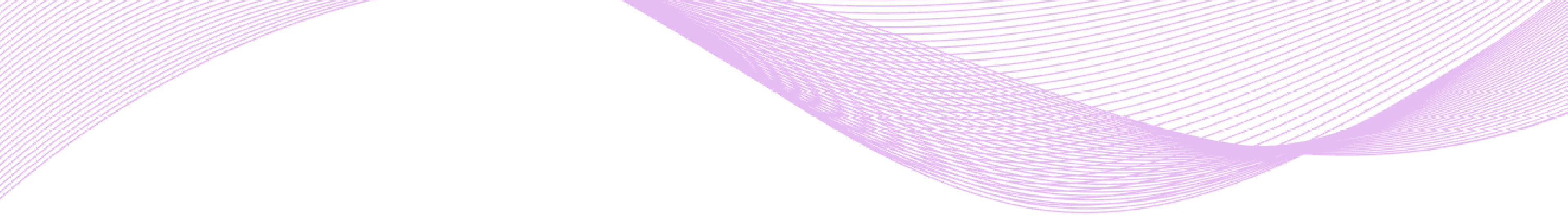
**75%** of careers are **derailed** for reasons related to **emotional competencies**:

- ☐ Inability to handle interpersonal problems
- ☐ Unsatisfactory team leadership during times of difficulty or conflict
- ☐ Inability to adapt to change or elicit trust

# Emotional Intelligence – Benefits of Developing EI

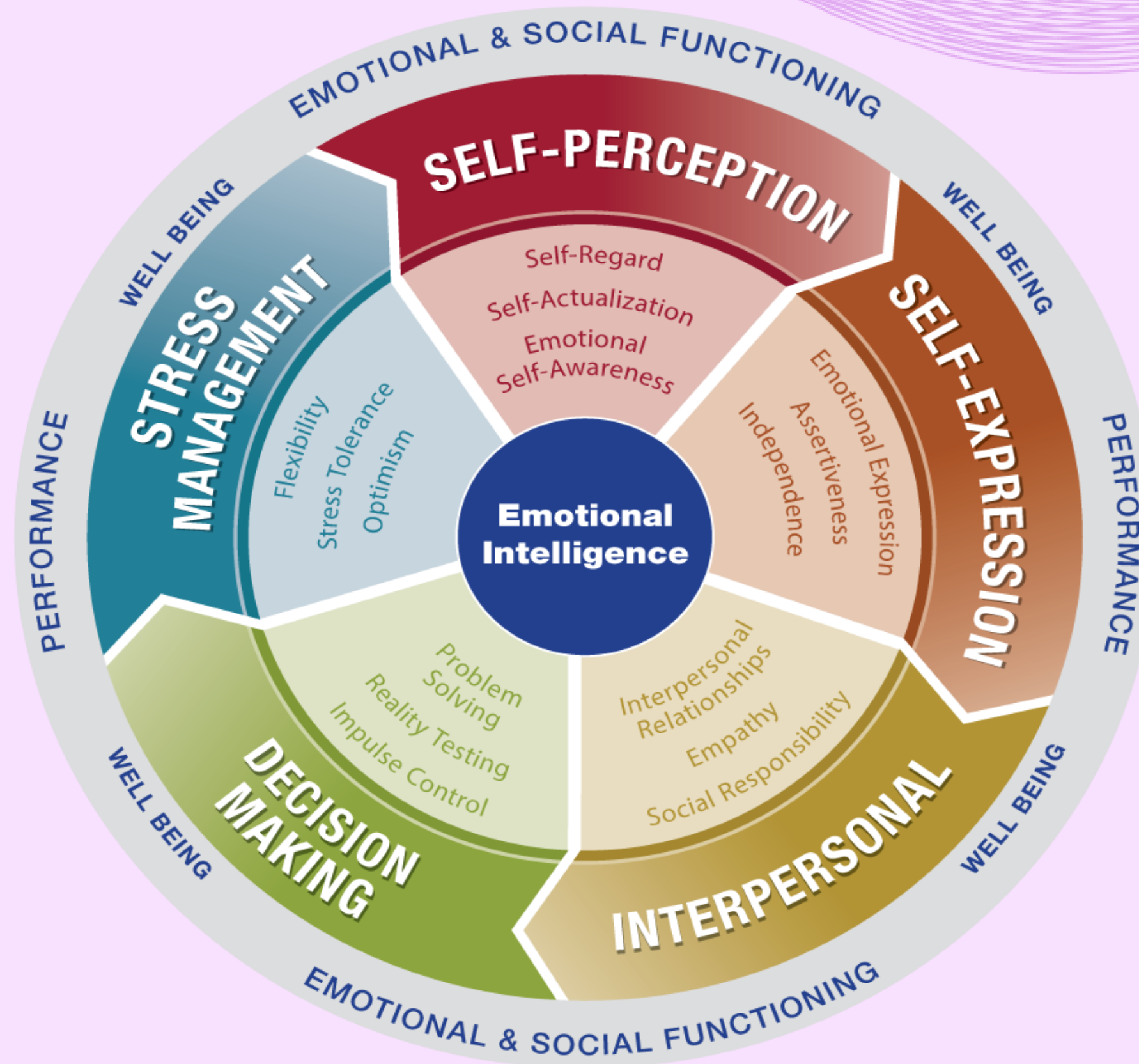
## Activity:

- In small groups, discuss the 1-2 benefits that resonate for you
  - ✓ Increased well-being and awareness
  - ✓ More effective relationships & happier employees
  - ✓ Increased employee engagement & contribution
  - ✓ Improved agility, adaptability and impulse control
  - ✓ Enhanced decision-making & problem-solving skills
  - ✓ Improved ability to handle stressful & uncertain situations
  - ✓ Increased performance



**What impact do your emotions and feelings  
have on your  
employees' engagement and well-being?**

# EQ-i 2.0





# EQ-i2.0

## 5 Composites and 15 Subscales

### **Self Perception**

- ✓ Self-Regard
- ✓ Self-Actualization
- ✓ Emotional Self-Awareness

### **Self Expression**

- ✓ Emotional Expression
- ✓ Assertiveness
- ✓ Independence

### **Stress Management**

- ✓ Flexibility
- ✓ Stress Tolerance
- ✓ Optimism

### **Interpersonal**

- ✓ Interpersonal Relationships
- ✓ Empathy
- ✓ Social Responsibility

### **Decision Making**

- ✓ Problem Solving
- ✓ Reality Testing
- ✓ Impulse Control

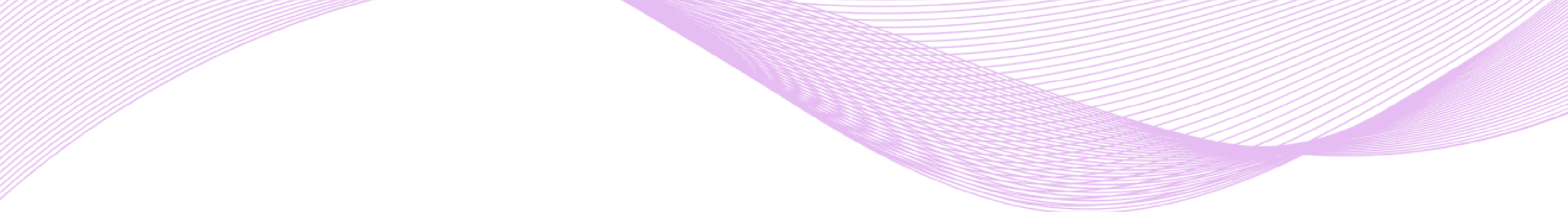


# Strength? Know More About?

## Activity:

In small groups discuss:

- Which Composite/s are strengths for you?
- Which Composite/s do you want to know more about?



EANE offers as an Onsite or Public session:  
**The Emotionally Intelligent Leader**  
featuring the  
EQ-i2.0 Leadership Assessment  
**Next public session is May 22, 2025 Agawam**

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# Questions?



# Thank You