

The Importance of Emotional Intelligence in Effective Leadership



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What is Emotional Intelligence (EI)?

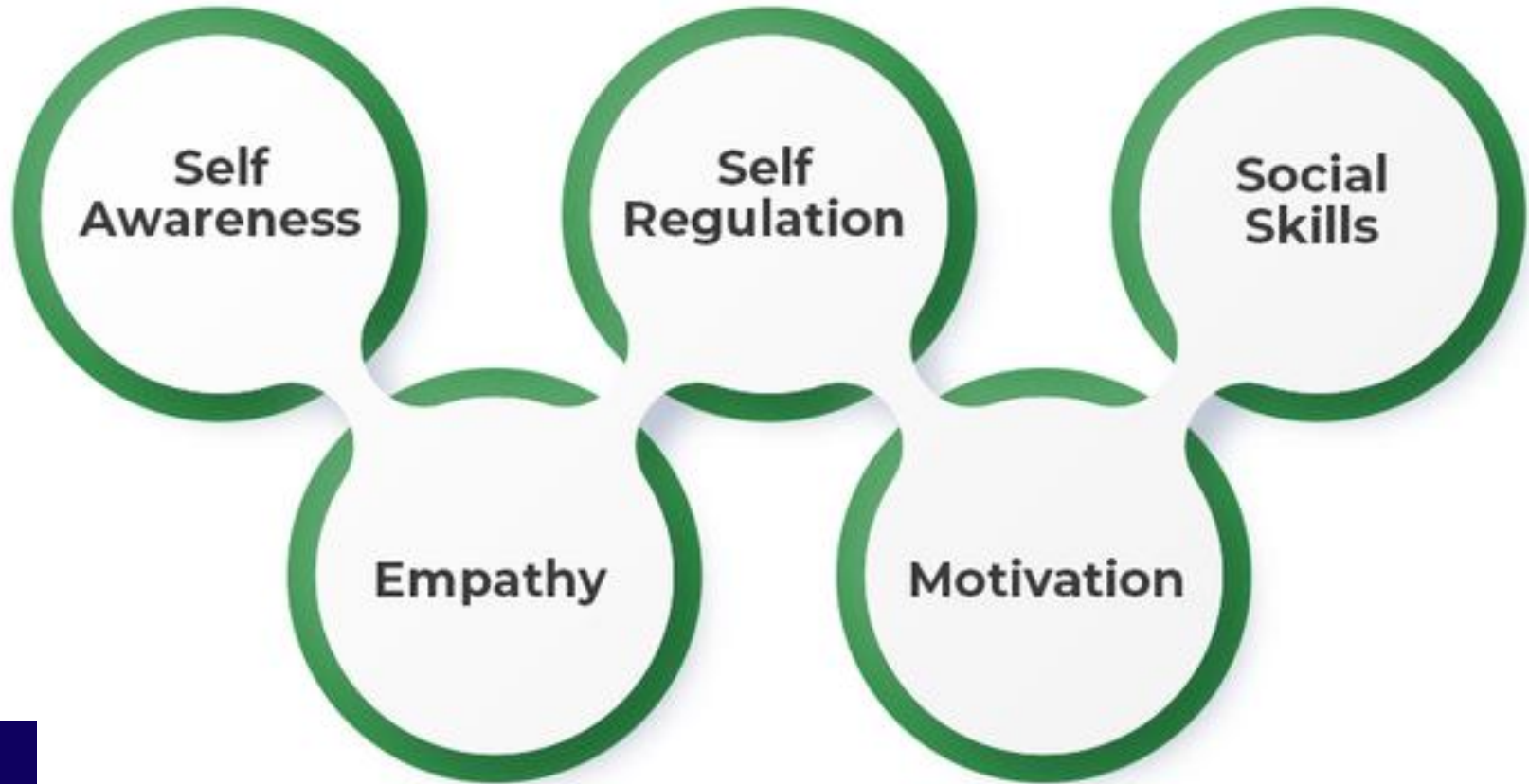
Emotional Intelligence is the ability of a person to understand their own emotions, emotions of others, and to act appropriately using these emotions

Emotional Intelligence never stops growing because we are always evolving as people.

Emotional Intelligence is something that must be nurtured.

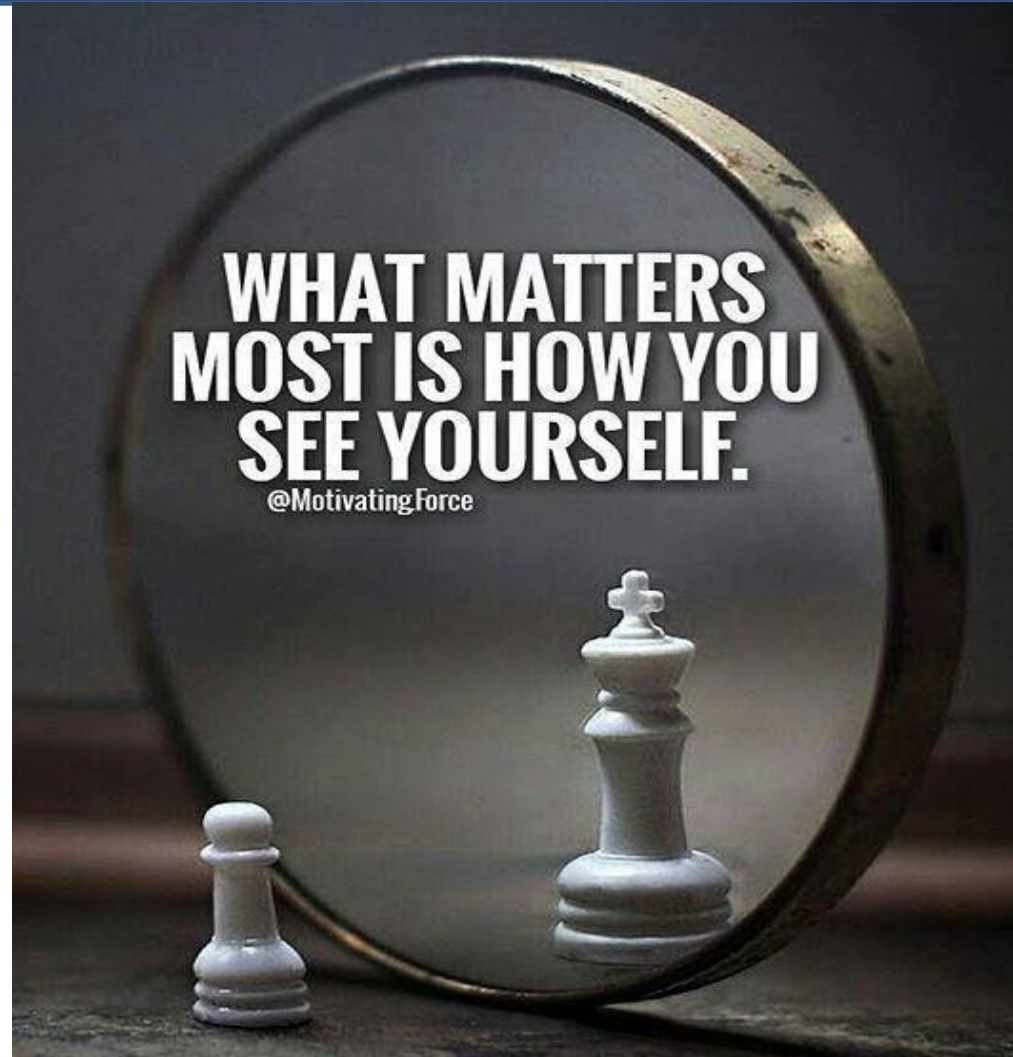


EMOTIONAL INTELLIGENCE



Self-Awareness – Recognizing Internal Feelings

- Recognize how you are feeling, without having to say anything
- Use your gut feeling to guide decisions



Actionable Tips to Boost Self Awareness

- **Take things slow** - When you experience anxiety, anger, or other strong emotions, stop! Take a deep breath, and examine why?
- **Acknowledge weaknesses** - This isn't an exercise to see how bad you are, but a chance to acknowledge where growth can happen.
- **Write in a journal** - Writing helps you focus on your thoughts and visualize.



Self Regulation – Manage Emotions

- Find ways to handle emotions that are appropriate to the situation



Actionable Tips to Boost Self Regulation

- **Dig deep into your values** – Take some time to examine your ethical codes and figure out what’s important to you .
- **Self-accountability** – Identify one thing you’ve been holding off on doing and take responsibility. Ask yourself, “What can I do differently next time?”
- **Be like water** – Being like water means adapting to changes in your environment. The next time you’re faced with stress, take a deep breath and think of what you can control.



Social Skills – Manage Other's Emotions

- Find ways to manage others' emotions
- Organize groups and meetings
- Negotiate solutions



Actionable Tips to Boost Social Skills

- **Give great compliments** – There is a difference between fake and genuine compliments. Don't be afraid of complimenting someone.
- **Learn to communicate effectively** – There are many ways to communicate effectively in the workplace, such as controlling your emotions, using nuances and hand gestures, and taking the time to think before speaking.
- **Go out and socialize.**



Motivation – Stay Focused

- Use self control to channel your emotional energy towards a Goal
- Delay gratification
- Stay motivated
- Stay persistent in face of setbacks



Actionable Tips to Stay Motivated

- **Think “Big” Picture** – When we are burned out, we run out of Motivation. We start losing sight of the long term and dive into the world of short-term pleasures. Remind yourself what your goals are and what they will achieve for you in the future.
- **Become a Smart Optimist** – Pessimism is a great way to kill motivation. But optimism is a great way to get your hopes crushed. Lean toward optimism, but be smart about it. You’ll want to master the art of being an optimist while also adjusting your attitude based on life’s circumstances.



Template for Setting Up a SMART GOAL

- **SMART – Specific, Measurable, Attainable, Realistic, Time Bound**
- **“My/our goal is to [quantifiable objective] by [deadline]. [Key people or teams] will accomplish this goal by [steps they’ll take], which will lead to [key outcome].”**



Empathy - Understand Others' Feelings

- Understand the emotional perspective of other people
- Understand others' feelings, needs, wants and concerns



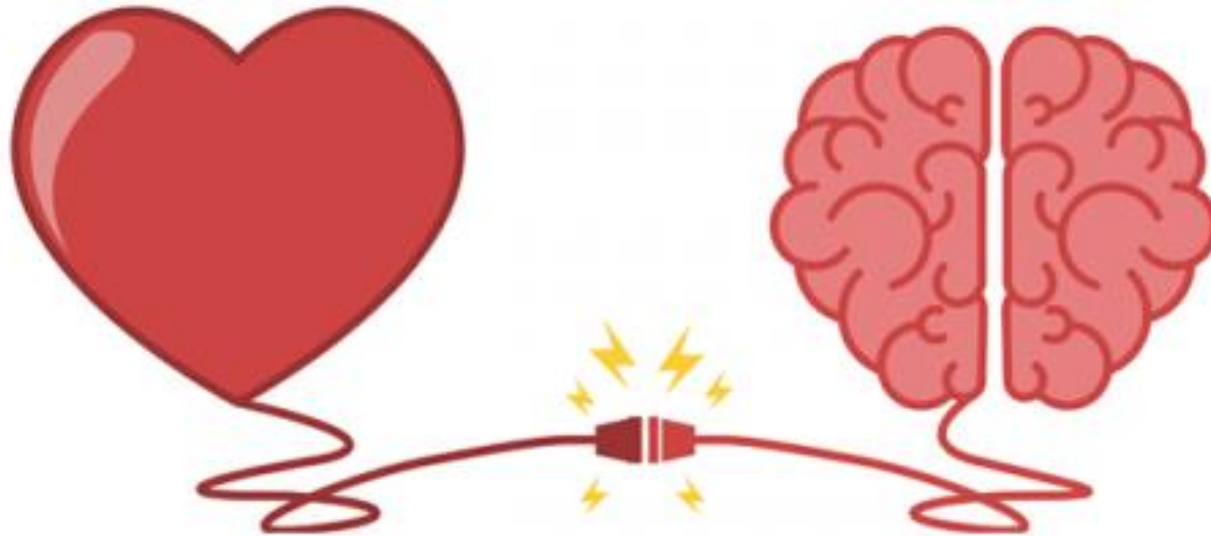
Actionable Tips to be Empathetic

- **Ask all the questions** – The more you know someone, the more empathy you'll have for them. To close the knowledge gap, become a question asker.
- **Pay attention to your body language** – Even if you're trying your best to listen or pay attention, your body might be giving off contradictory vibes. For instance, do you cross your arms or avoid eye contact while listening? These are all signs that signal closing yourself off. Instead, employ open body language.
- **Get a pet** – The researchers reported that daily nonverbal communication with the pets made it easier for the people to consider the feelings of others!

Emotional Intelligence Tips for Leaders

Your EI impacts almost every aspect of your career success

All it takes is to find a balance between your brain and heart



1. Be the Change You Seek



BE THE
CHANGE
YOU SEEK



2. Listen With Your Third Ear

When people talk, listen completely.
Most people never listen.

– Ernest Hemingway

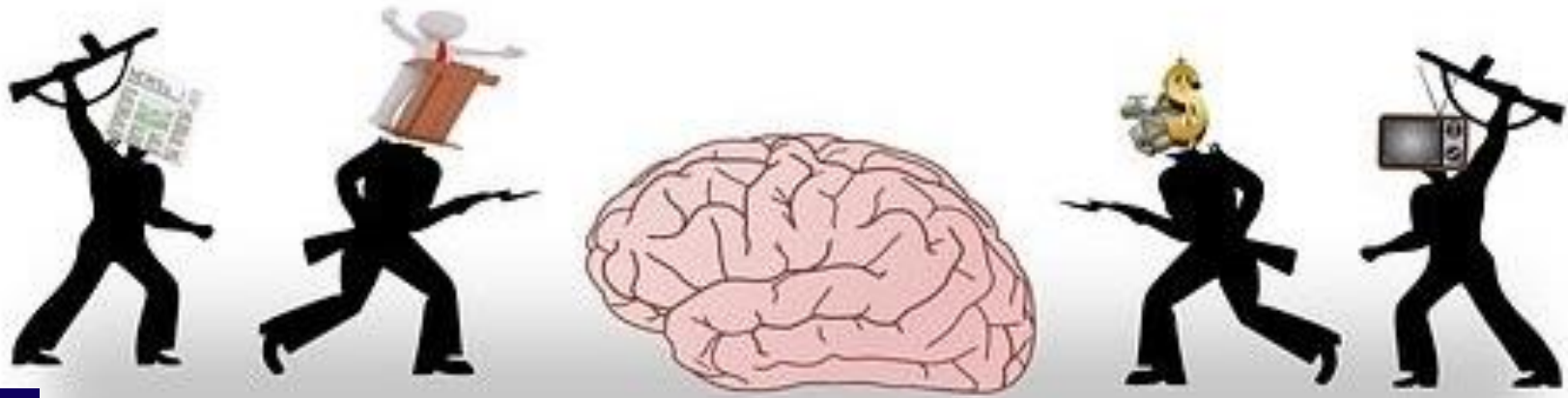
**Listen with Intent to Understand and
NOT with an Intent to Reply**



3. Pause When Your Brain is Hijacked

A sudden emotional reaction – anger, fear, despair – can lead to a response that is often inappropriate, disproportionate, or ineffective.

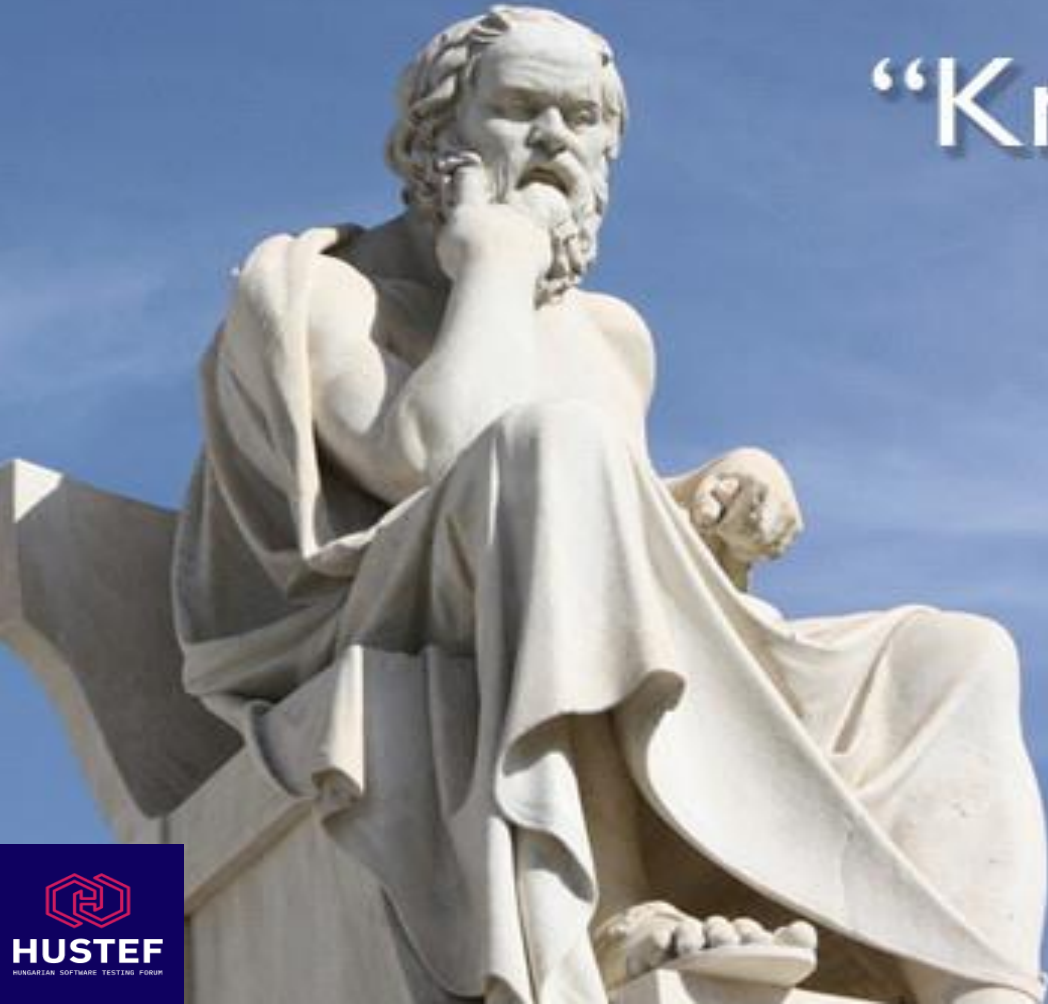
A small PAUSE can diffuse the situation



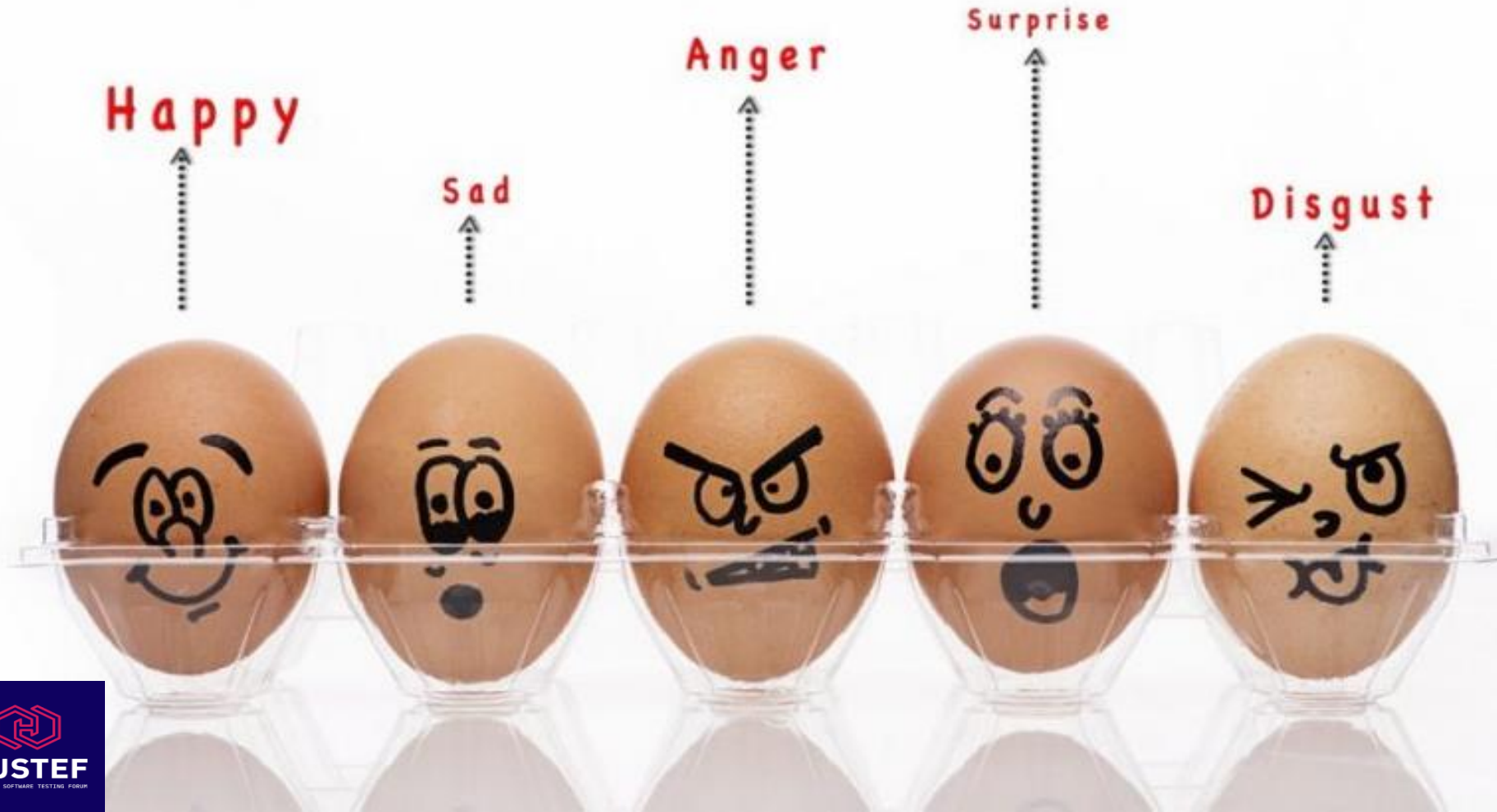
4. Know Thyself

“Know thyself.”

- *Socrates*



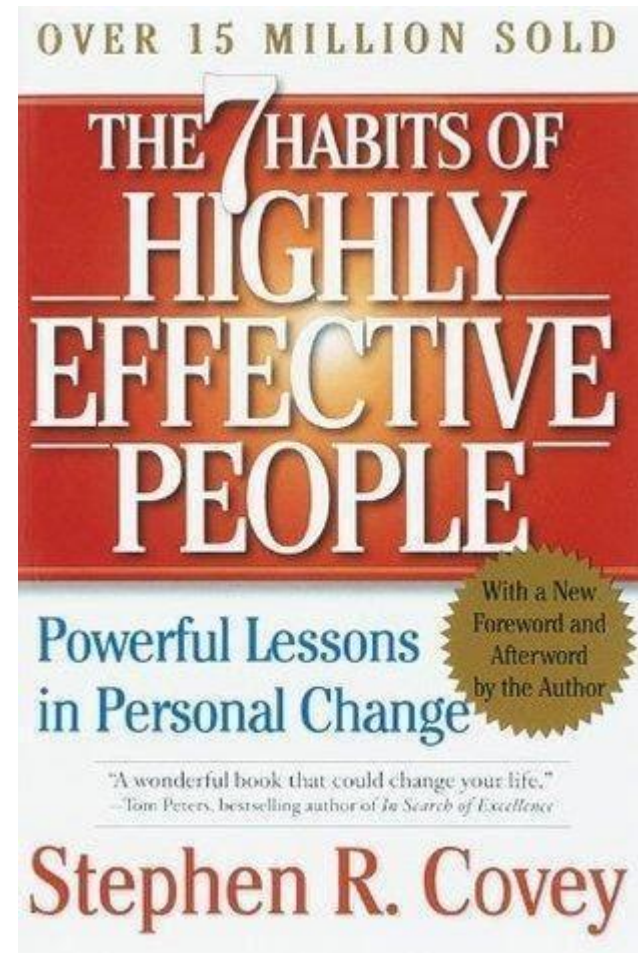
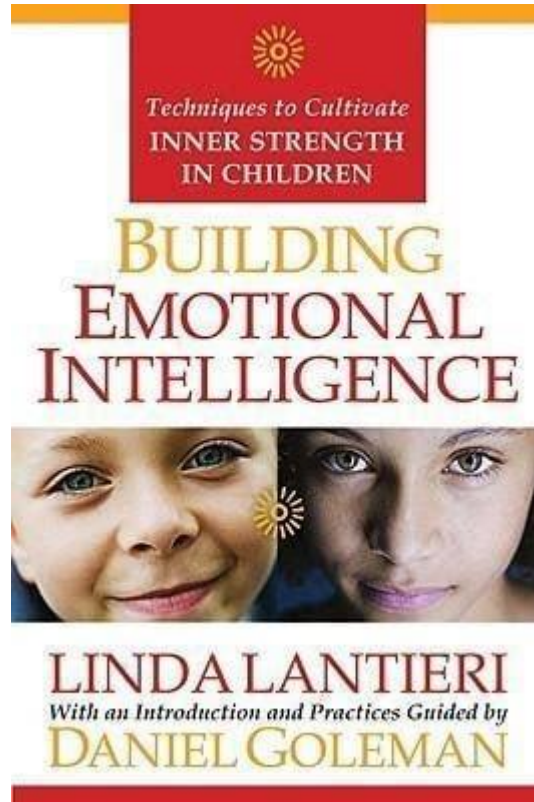
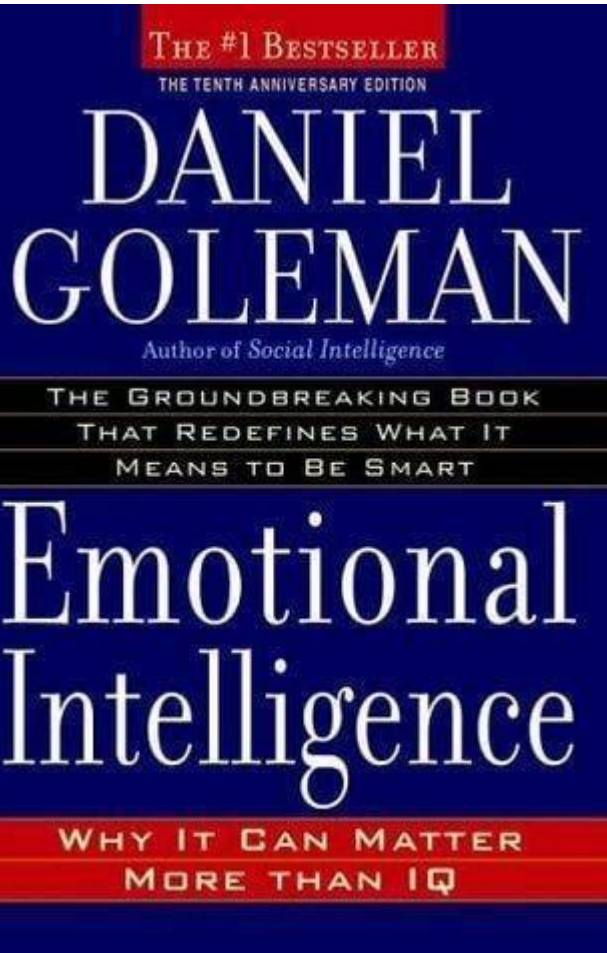
5. Identify Your Triggers



6. Leave Judgement at the Door



Interesting Reads!



Thank You and Stay Connected!



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**OPEN
HOUSE**

OPEN TO
QUESTIONS.
OPEN TO
CONVERSATIONS.
OPEN TO ALL.