Webinar - EQ

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What is EQ?

- Why EQ?
- What is Emotional Intelligence?
- How does EQ work?
- How is EQ used in the workplace?

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Traditional Focus

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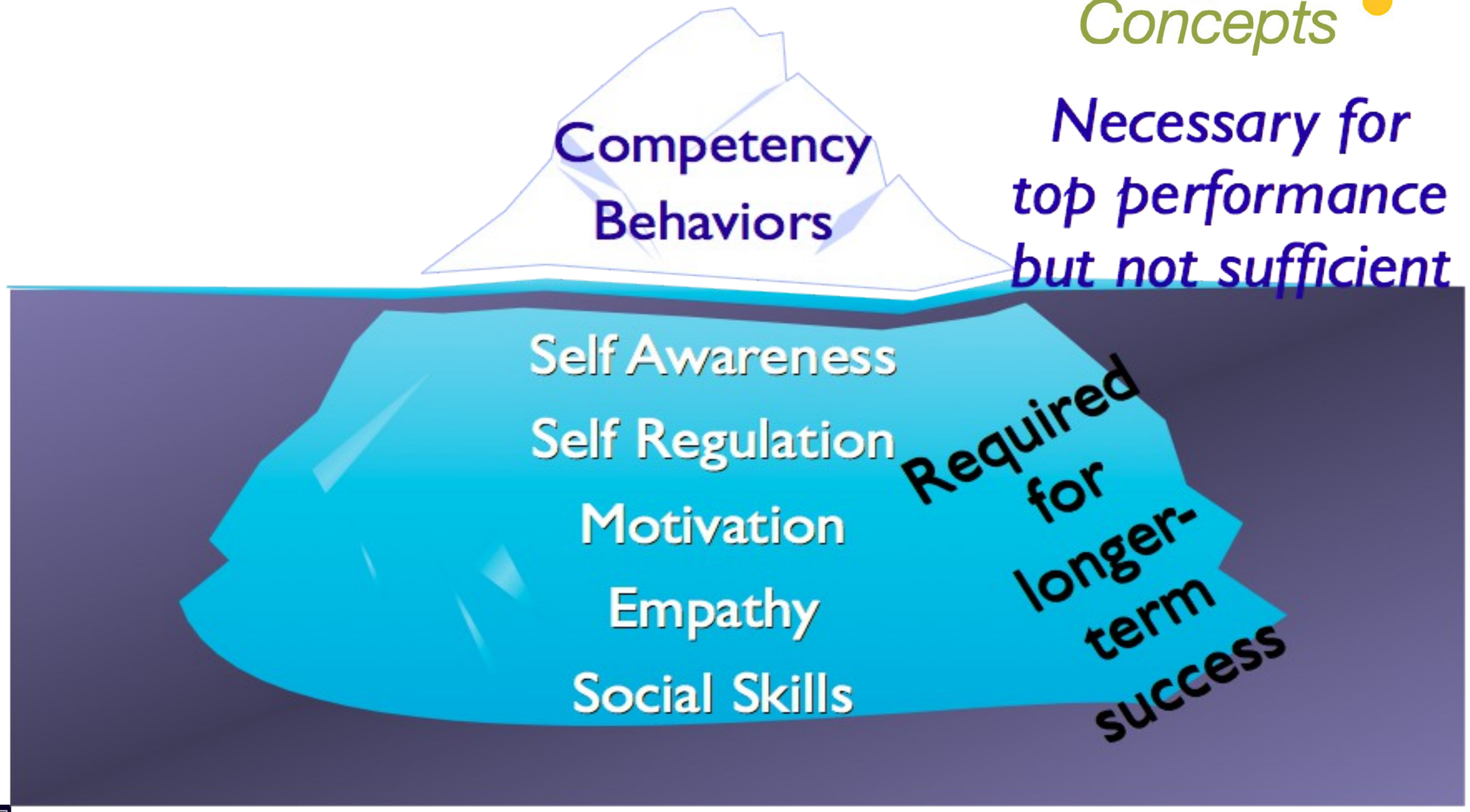

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Change and the Global workplace

- Lack of Consistency
- Speed of Change
- Increasing Uncertainty

- **EQ improves predictions of how people will react in different situations.**

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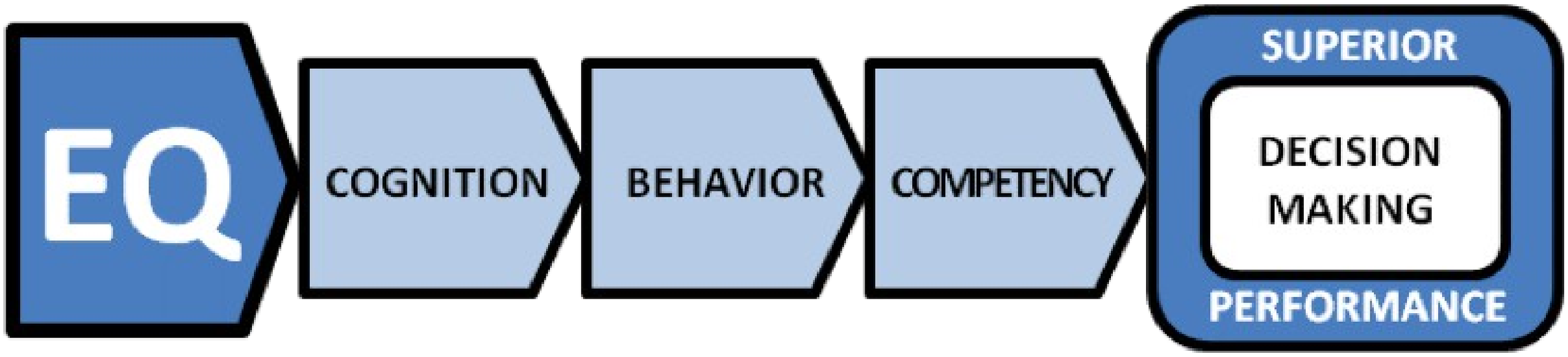
Physiological Response & The Decision Making Process



Emotional Intelligence is the ability to sense understand and effectively apply the power and acumen of emotions to facilitate high levels of collaboration and productivity. (Cooper)

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EQ Stats & Facts

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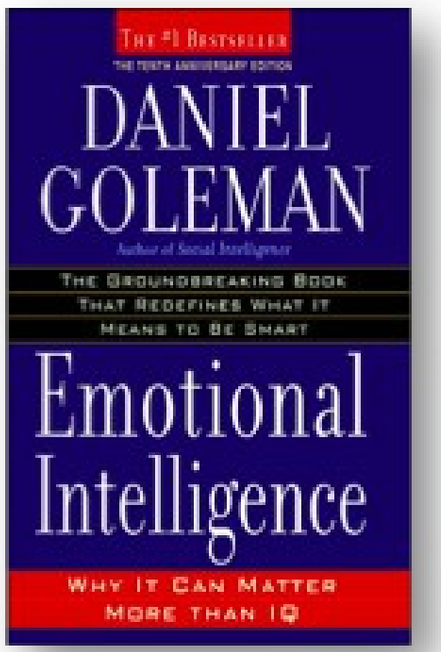
90%

of the difference between star performers and average performers in senior leadership positions is EQ.



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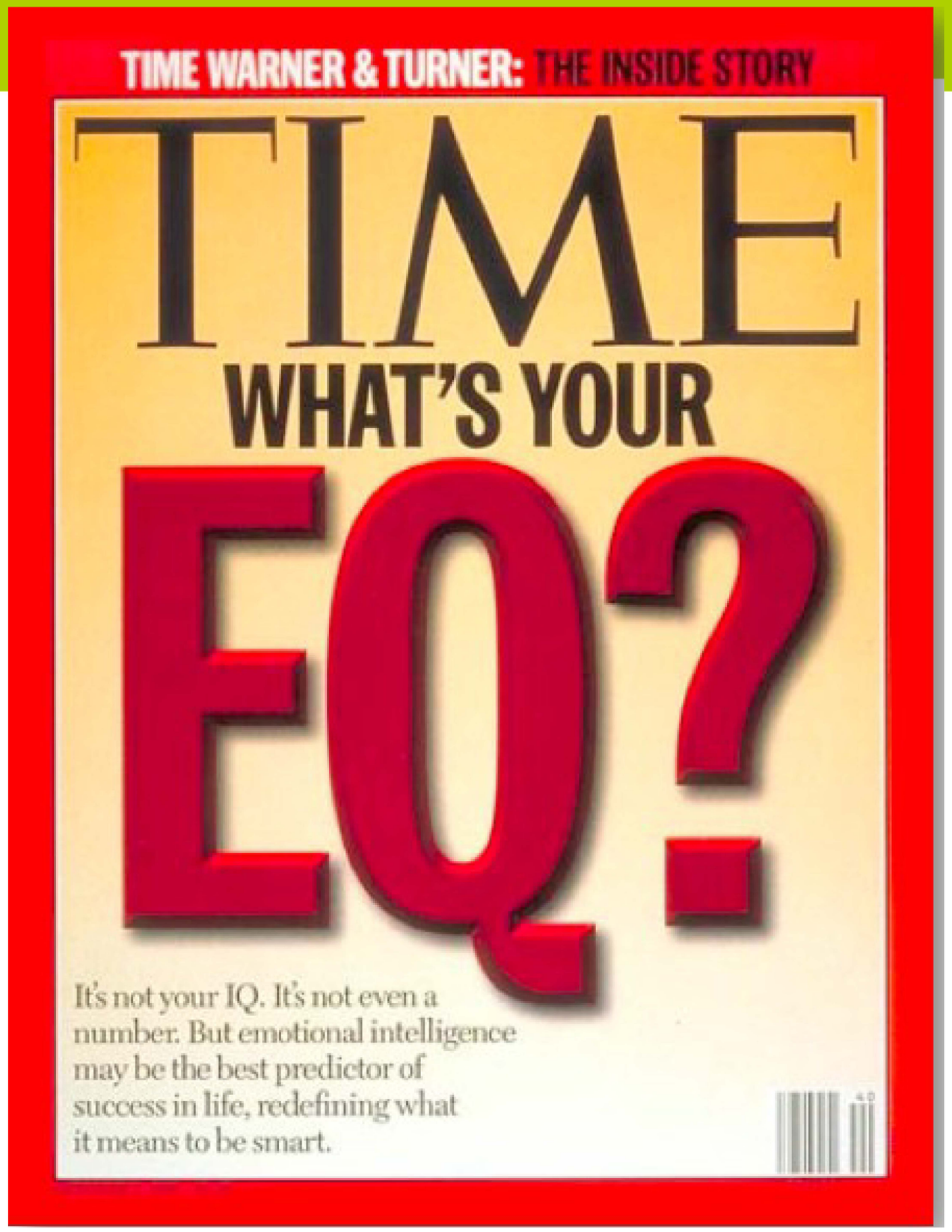

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EQ Validity

- Content Validity
- Construct Validity
- Predictive Validity
- Criterion Validity

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How does EQ work?

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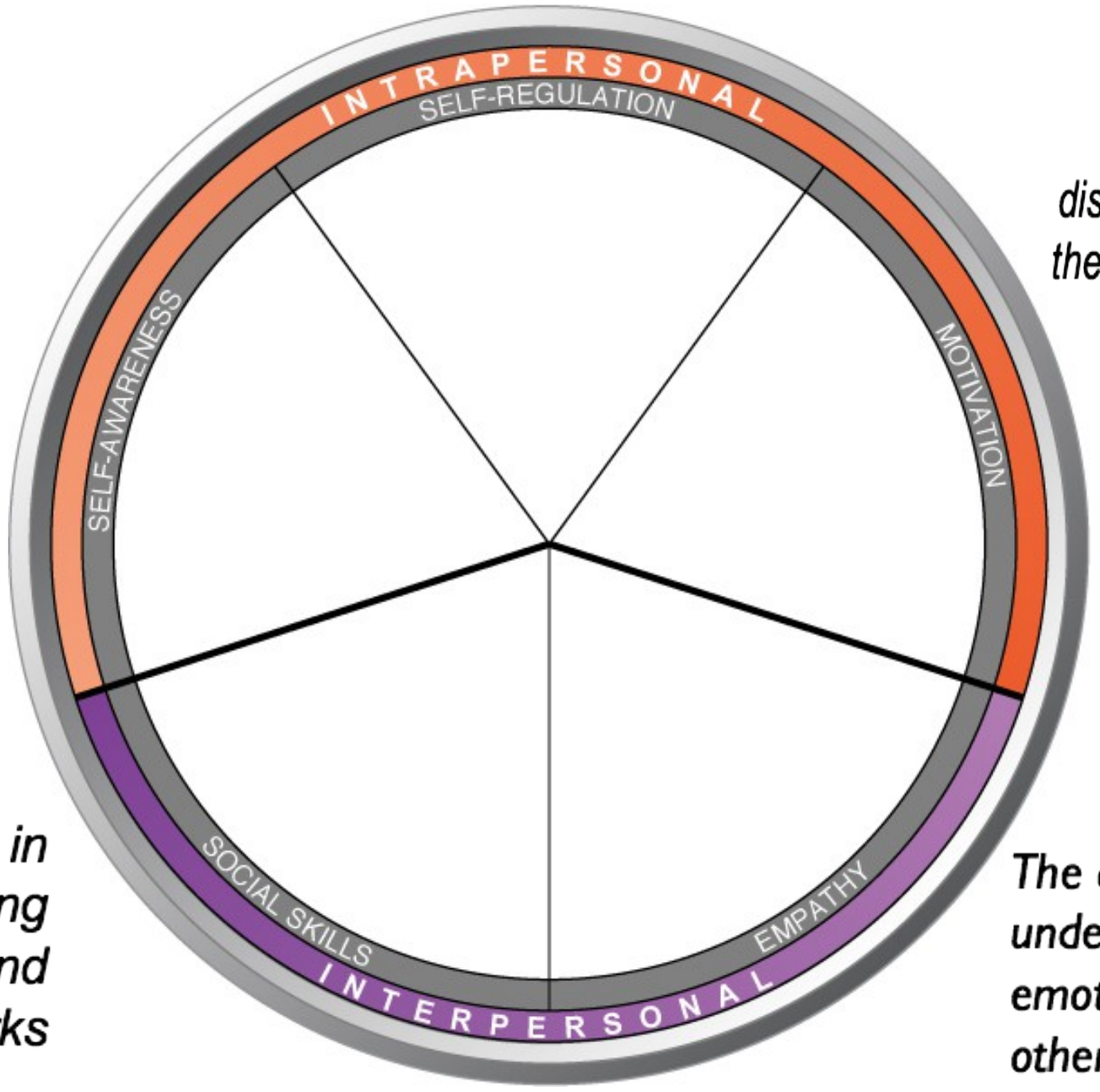
The ability to recognize and understand your moods, emotions, and drives, as well as their effect on others

The ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment and think before acting



A passion to work for reasons that go beyond money or status and a propensity to pursue goals with energy and persistence

A proficiency in managing relationships and building networks

The ability to understand the emotional makeup of other people

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EQ Models

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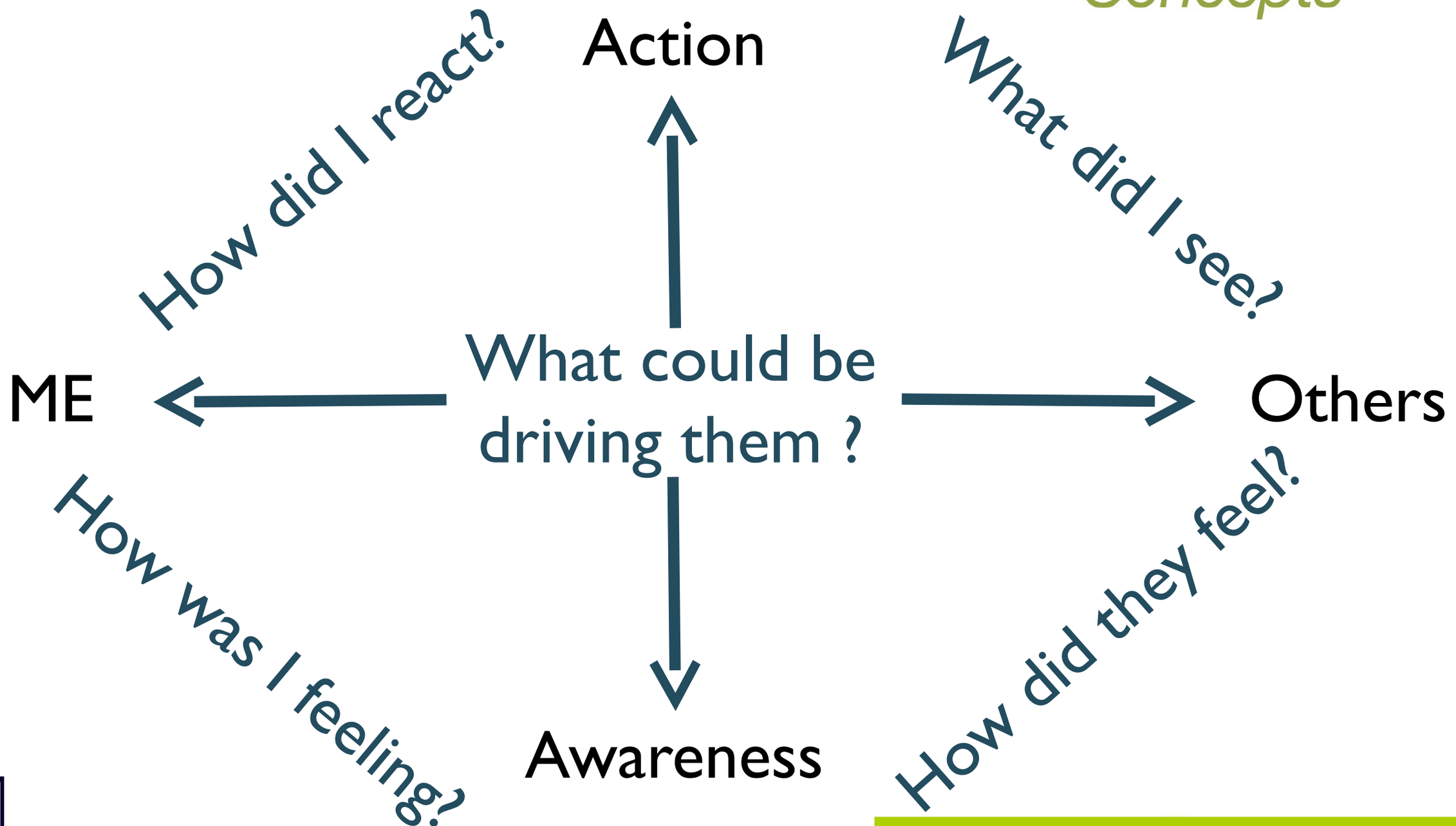

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EQ Models

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Self-Regulation

(Self Management)

What can I do about it?

How can I control it?

Action

Social Skills

(Social Management)

What can we do about it?

What am I experiencing from them?

ME ← → Others

Motivation

Why would I do it?

Why would they do it?

Self-Awareness

How am I feeling?

How is it impacting me?

Awareness

Empathy

(Social Awareness)

How is everyone else feeling?

How is it impacting them?

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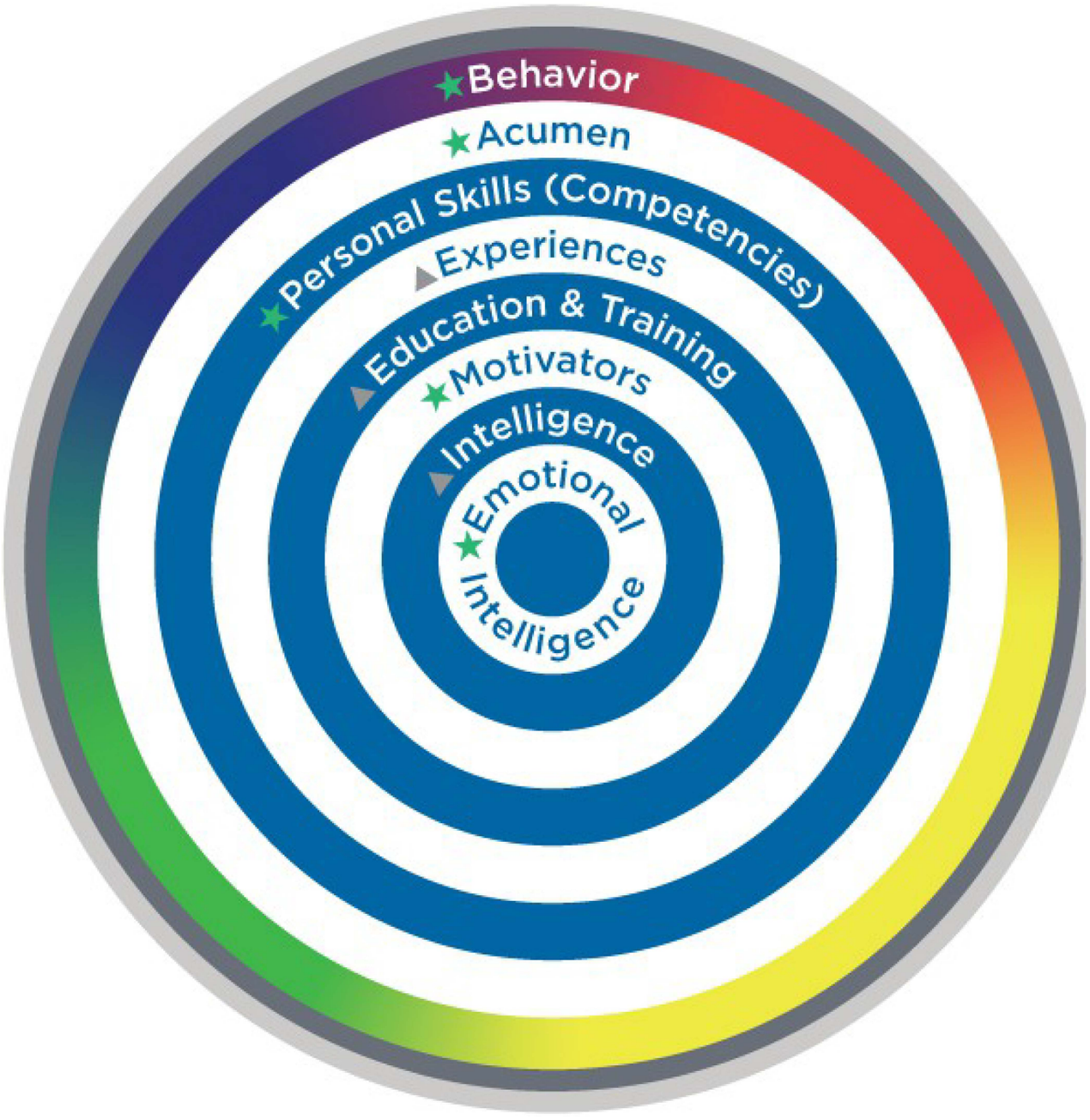
Performance Wheel



★ TTI MEASURES ▲ TTI ACKNOWLEDGES

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EQ Application

Where can you use an EQ report?

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Business Solutions

- Coaching
- Sales
- Selection-Interview Only
- Conflict Management
- Team Development
- Performance Evaluation

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Webinar Notes

Webinar Notes - EQ (Emotional Quotient)

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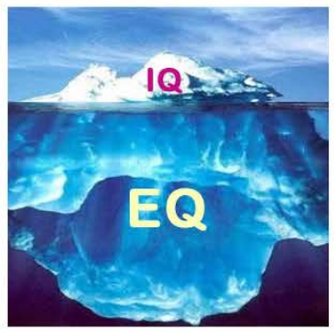
1. Why know your EQ?

2. What are the benefits of increasing your EQ?

3. How can I use my EQ?

4. How can I increase my EQ?



5. How could EQ benefit my team and organization?

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