What is Emotional Intelligence?

Monitoring emotions to guide your thinking, behavior and influence

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Emotional Intelligence

Emotional intelligence is what we use when we empathize with our coworkers, have deep conversations about our relationship with our spouse or significant other, and attempt to manage an unruly or distraught child. It allows us to connect with others, understand ourselves better, and live a more authentic, healthy, and happy life. - *Ackerman*

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Research and Studies into EQ

2009

Kee and Salovey

Do people with schizophrenia have significantly lower EQ than those without mental illness?

- Those with schizophrenia had significantly lower EQ and performed worse on three out of four EQ tests.
- Poor performance was associated with more pronounced schizophrenia symptoms and lower overall functioning.

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Research and Studies into EQ

2010

Lynda Jiwen Song

How emotional and cognitive intelligence affect college students' academic performance and social interactions.

EQ

- Is a significant factor in social interactions

IQ

- A strong predictor of academic success
- Does not have much of a role in a college student's social life.

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Self-Management and Relationship Management

Self-management

- The first step toward managing healthy, appropriate relationships with others.
  - Helps control of emotions and motivation of self and help you in the workplace-whether an employee, manager, or business owner.

Relationship management

- allows you to build healthy relationships and communicate effectively in all situations
- being open with others, getting your point across and persuading others, and being honest without alienating or offending others.

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Emotional Intelligence in the Workplace

Emotional intelligence in the workplace

- Allows teams to work together for maximum effectiveness.
- Can increase organizational success
- Essential for excellence in business.
- Help you understand how people and relationships function.

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Emotional Intelligence in the Workplace

Emotional intelligence in the workplace

- Excels in leadership, teamwork, partnership, and vision
- They have insight into their relationships between staff, organizations, directors, customers, competitors, networking contacts, etc.
- Staff are more motivated, productive, efficient, effective, rewarded, and likable, with goals more aligned with the organizational agenda

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Emotional Intelligence in the Workplace

Emotional intelligence in the workplace

- Helps assess people better, understand how relationships develop, understand how our beliefs generate our experiences and learn to prevent power struggles, negative judgment, resistance, and increase vision and success.

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Emotional Intelligence in the Workplace

Building Resilience with Emotional Intelligence

- Emotionally intelligent employees are generally excellent at picking themselves back up when they fall.
- Those with high emotional intelligence are more likely to strive for success and pursue their goals, more likely to meet them and better able to get up and back on track after failure or disappointment.

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How Can We Improve Emotional Intelligence?

Mindfulness and Meditation

Mindfulness

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Retrieved from https://www.psychologytoday.com/ca/blog/the-mindful-self-express/201202/nine-essential-qualities-mindfulness

How Can We Improve Emotional Intelligence?

Mindfulness and Meditation

Nine Essential Qualities of Mindfulness

1. ***Focus on the Present Moment*** - try to remain open to how things unfold in the present, rather than the past, future or how things will or should turn out.
2. ***Being Fully Present***— aware of what you experience in the NOW. What do you feel, see, hear, do.

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How Can We Improve Emotional Intelligence?

Mindfulness and Meditation

Nine Essential Qualities of Mindfulness

3. ***Being open to*** **-** welcome new experiences with curiosity. Become aware of your experience and watch how these experiences change and transform over time.
4. ***Non-Judgment***— don't categorize thoughts and feelings as good or bad, try to change them, or feel compelled to act on them. Feelings have purpose. Watch and accept them with an open mind. Extend non-judging attitudes to others.

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How Can We Improve Emotional Intelligence?

Mindfulness and Meditation

Nine Essential Qualities of Mindfulness

5. ***Acceptance of Things as They Are***— don't try to force or change reality to fit your vision of what it should be, feel like a victim, or bemoan the unfairness of life. Try to see reality clearly and let it be as it is, knowing you can tolerate whatever comes up. Extend this acceptance to others.
6. ***Connection***— Feel connected to all living things and nature as part of a larger whole. Reflect on and feel grateful for life and all that nature gives us.

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How Can We Improve Emotional Intelligence?

Mindfulness and Meditation

Nine Essential Qualities of Mindfulness

7. ***Non-Attachment***— don't try to hold onto things, people, or experiences, knowing life is in constant flow. Attachment comes from fear and is the basis of suffering. Go with the flow and be confident in your ability to adapt.
8. ***Peace and Equanimity***— Maintain an even-keel. When things don't go your way, stay firmly rooted in your vision and values. Walk with a peaceful heart and adopt a non-harming, non-violent attitude.
9. ***Compassion***— Deal gently, kindly, and patiently with yourself and others. Open your heart to listen and try to understand yourself and others.

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How Can We Improve Emotional Intelligence?

Mindfulness and Meditation

Essential Qualities of MEDITATION

1. **Everything is impermanent. i**mpermanence and change are two things we can expect in life. Hebrews 1: 10 -12

10 And: "You, Lord, in the beginning laid the foundation of the earth, And the heavens are the work of Your hands.

11 They will perish, but You remain; And they will all grow old like a garment;

12 Like a cloak You will fold them up, And they will be changed.

But You are the same, And Your years will not fail."

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How Can We Improve Emotional Intelligence?

Mindfulness and Meditation

Essential Qualities of MEDITATION

2. **Nothing is personal. -** Words, judgments, and decisions reflect how people feel about themselves, not how they feel about us. They make decisions aligned with their desired goals and outcomes, not ours. Matthew 7:1-2

[1] "Judge not, that you be not judged. [2] For with what judgment you judge, you will be judged; and with the measure you use, it will be measured back to you.

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Mindfulness and Meditation

Essential Qualities of MEDITATION

3. **Challenges are not obstacles to our path. They are our path.** When something unexpected happens, we tend to view it as an obstacle because it forces us to deviate from our expectations. Whatever the present moment contains, accept it. Romans 8:28

28 And we know that all things work together for good to those who love God, to those who are the called according to *His* purpose.

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Mindfulness and Meditation

Essential Qualities of MEDITATION

4. **It's OK to not know the way.** Uncertainty is a major cause of anxiety for entrepreneurs. Not knowing is fine. Trust the process. Jeremiah 29: 11

11 For I know the thoughts that I think toward you, says the LORD, thoughts of peace and not of evil, to give you a future and a hope.

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How Can We Improve Emotional Intelligence?

Mindfulness and Meditation

Essential Qualities of MEDITATION

5. **Life is about co-existing with chaos.** Chaos is an ever-present part of life, and the sooner we accept that, the sooner we can gracefully co-exist with it. John 14: 27

27 Peace I leave with you, My peace I give to you; not as the world gives do I give to you. Let not your heart be troubled, neither let it be afraid.

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How Can We Improve Emotional Intelligence?

Mindfulness and Meditation

Essential Qualities of MEDITATION

6. **There is so much more than meets the eye.** When we are in a fight-or-flight mode, we don't see beyond what is right in front of us. When our mind is calm we approach situations from a place of inquiry and exploration. Psalm 34: 8

> 8 Oh, taste and see that the Lord is good;
>
> Blessed is the man who trusts in Him!

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How Can We Improve Emotional Intelligence?

Mindfulness and Meditation

Essential Qualities of MEDITATION

7. **Patience has a way of untangling everything.** Four of the most important words we must all remember is "this too shall pass." James 1: 2-5

[2] My brethren, count it all joy when you fall into various trials, [3] knowing that the testing of your faith produces patience. [4] But let patience have *its* perfect work, that you may be perfect and complete, lacking nothing. [5] If any of you lacks wisdom, let him ask of God, who gives to all liberally and without reproach, and it will be given to him.

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