

EMOTIONAL INTELLIGENCE



BREAKING DOWN EMOTIONAL INTELLIGENCE:

UNDERSTANDING THE ROLE EQ PLAYS IN YOUR CAREER TRAJECTORY

By Jenn Barley & Karen Sullivan, KickStart Your Edge

Emotional intelligence has been in the news of late, and we know the concept might sound a little too touchy-feely for some professionals, especially those with eyes laser focused on the next rung of the ladder. It's basically about feelings after all, right? ... And who has time for that?

Well, to say EQ is just about feelings is like saying math is just about numbers, or eating is just about staving off hunger (if that were the case, we wouldn't have countless restaurants we miss going to right now for their incredible poutine or falafel or penne a la vodka).

Emotional intelligence (EQ) is what association leaders, as well as those who aspire to association c-suite positions and anyone else who wants to maximize their impact, should focus now on to complement their hard skills.

It's also what innovative organizations crave for creating environments primed for stellar results.

Read on to learn more about why making time to develop and hone your EQ is a great career investment.

What it is and why it matters

e·mo·tion·al in·tel·li·gence
noun

Emotional intelligence is a set of emotional and social skills that collectively establish how we perceive and express ourselves, develop and maintain relationships, cope with challenges, and use emotional information in an effective and meaningful way.

EQ—sometimes without you even knowing it—is playing a key role in your career. It affects your approach to collaboration, making decisions, and building relationships.

Understanding your EQ helps you see the responsibility you have for perpetuating the good, the bad, and the ugly, parts of the systems you're in, and how to change them.

You can nurture your EQ and reap the rewards for a lifetime

Emotional intelligence is a skill you can, with some keen guidance, grow, and with proper application it can make a world of difference in your career trajectory.

Professionals with high EQ perform better in the interviewing process and on the job—they're more in tune with themselves and what's happening around them. Those with higher EQ are also better equipped to handle obstacles and navigate office politics.

Those in management and leadership roles who can harness the power of EQ can apply what they know with their teams to help boost cooperation, retain top talent, and drive achievement of desired outcomes.

These are tangible wins that burnish one's resume and reputation while supporting positive organizational achievement.



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Plus, EQ is a fully transferrable skill; you can take it with you if you switch positions, organizations, or career paths and use it to fuel your success wherever your career journey takes you.

Best yet, the investment in your EQ development doesn't have to cost a lot.

There are myriad ways you can learn, and the cost of EQ assessments and related coaching is seriously reasonable given the high return potential.

Think about how much money you spend every month on digital entertainment, GrubHub, and non-essential online shopping.

Now imagine taking some that money and investing it in yourself in a way that's going to keep paying dividends throughout your career.

EQ-i 2.0 Model of Emotional Intelligence

The heavily researched EQ-i 2.0 assessment, the world's leading measure of emotional intelligence, breaks EQ into five composite areas, and further into fifteen subscales.



EQ can be broken up into five key areas with 15 subscales:

Self-Perception

Self-Regard
Self-Actualization
Emotional Self-Awareness

Self-Expression

Emotional Expression
Assertiveness
Independence

Stress Management

Flexibility
Optimism
Stress Tolerance

Interpersonal

Interpersonal Relationships
Empathy
Social Responsibility

Decision Making

Problem Solving
Reality Testing
Impulse Control

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Using EQ right now

Here are some practical tips, drawn from the EQ composite areas and subscales, for how you can utilize EQ during various stages of the job cycle to set yourself apart, connect effectively with others, and burnish your professional reputation.

Interviewing

How many times in an interview process have you been asked to: “Tell me about a problem you solved?” This is the time to showcase how you’ve used your emotional intelligence as a tool to solve problems. Explain how, in your previous experience, you’ve used emotional data to effectively resolve a problem. Think about articulating how you took into account the emotional facts at hand (not just the technical issues). People too often ignore this. You will shine.

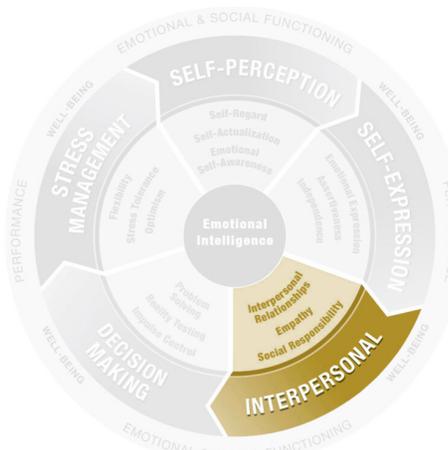


PROBLEM SOLVING

Problem Solving is the ability to find solutions to problems in situations where emotions are involved.

INTERPERSONAL RELATIONSHIPS

Interpersonal Relationships refers to the skill of developing and maintaining mutually satisfying relationships that are characterized by trust and compassion.

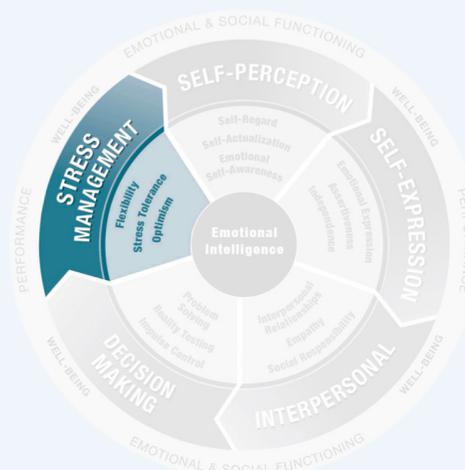


Onboarding at a New Organization

It's time to get to know everybody and settle into the team. Your emotional intelligence is what is going to build those connections and trust. Where to start? Think ahead and ask yourself: What three emotions do you hope to feel in this position and as a member of the team. If it's “trusted,” “friendly,” and “connected,” then consider how you would give those feelings to others on the team. Do what it takes, and they will come back to you.

Climbing the Career Ladder

The ability to adjust your thoughts and behaviors in various situations is critical in effective leadership and taking on new challenges. Developing your flexibility means opening your eyes to see a much bigger picture and realizing there's more than one way to get from Point A to Point B. Try this: Even when you're sure you have the answer, commit to asking three questions of others in the group to get different perspectives and stay open. Not only does this increase innovation, people will feel respected and that will send your personal stock soaring.



FLEXIBILITY

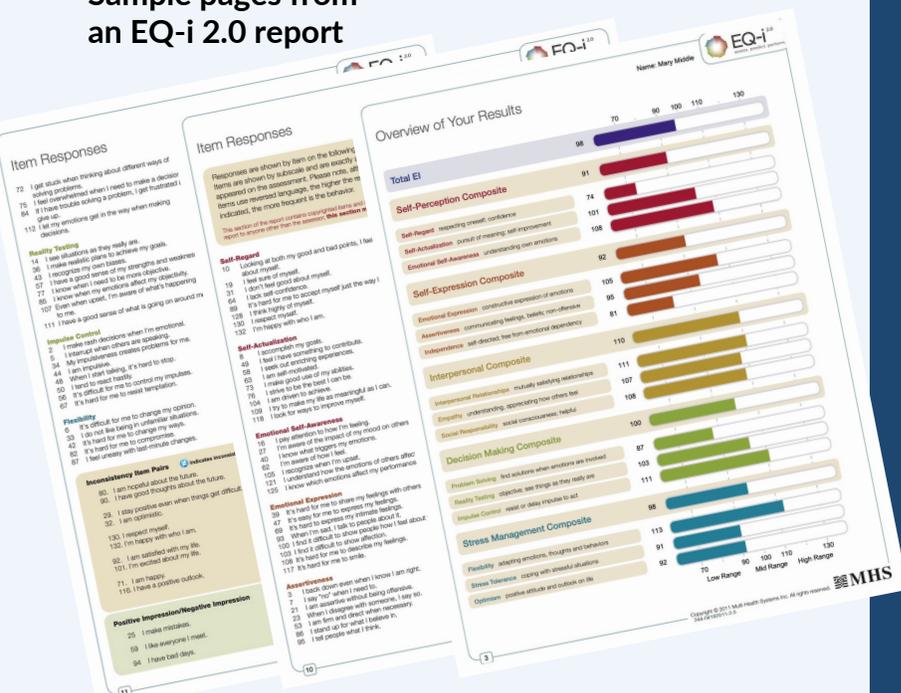
Flexibility is adapting emotions, thoughts and behaviors to unfamiliar, unpredictable, and dynamic circumstances or ideas.

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Here's How to Really Dig In

We've just touched on the tip of the EQ-burg here. If you want to make yourself a compelling team leader, stand out in the candidate crowd, retain your team, or build an emotionally intelligent workforce, sign up for an EQ-i 2.0 assessment package offered through Association CareerHQ. [Click here for more info.](#)

Sample pages from an EQ-i 2.0 report



[Click here for an EQ-i 2.0 Assessment Q & A download.](#)

An EQ-i 2.0 report provides:

- individual scores for the 5 composites and 15 subscales
- an overview of your Well-Being Indicator
- a page for each of the 15 subscales dedicated to what your score means: the Impact at Work, Strategies for Action, and How to Balance Your EQ
- an Action Plan to be developed with your coach

Post-assessment coaching

Through ACHQ, you have the opportunity to pursue EQ-i 2.0 assessment packages which include coaching designed to get you closer to where you want to be. You choose the areas you most want to work on.

Remember, IQ may get you in the door. EQ keeps you there.

Jenn Barley and Karen Sullivan are two non-traditional Leadership experts who've earned raving fans by disrupting the status quo with their innovative and fun-yet-no-B.S. approach. They build Play to Win Cultures for bold consumer brands around the world.

They also train bold coaches who want to play to win in corporate by giving them the tools and confidence to move mountains through their ICF accredited Get REAL: Leadership Coach Training Program.



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