



Emotional Intelligence

Emotional Intelligence is the ability for leaders to recognize emotions in themselves and others to help us make better choices and decisions. In the workplace, Emotional Intelligence allows you to consider factors that affect how things get done, is a good predictor of success in the workplace, and by tapping into the emotions of others and then directing those emotions, a leader can engage and manage interest, stimulating the team's enthusiasm and motivating them to move toward a specific goal. Emotional Intelligence can be used to enhance motivation and optimism in the workplace.

The Domains of Emotional Intelligence are as follows:

- Self-perception OR Self-awareness: how to read yourself, which includes your emotions, motivations, and triggers and recognize their impact on yourself and those in your vicinity.
- Self-management OR Self-regulation: controlling your emotions. Learn to motivate yourself.
- Motivation: your innate drive that goes beyond external goals.
- Social perception OR Social awareness: how to read the world. Connecting and empathizing with others.
- Social skills/Relationship Management: practice good social skills such as valuing honesty and respect or caring about others (not exploiting others) and/or the planet.

There are many benefits of practicing Emotional Intelligence. Leaders will be able to work in harmony with others. They will deal with conflict in a respectful way, understanding levels of courage and consideration. They can identify different ways employees are motivated and how to avoid de-motivators either intentional or unintentional. Leaders can enhance their ability to collaborate and innovate when appropriate.

Some barriers to overcome in using emotional intelligence might be:

- Have patience with yourself and others.
- Developing and maintaining the ability to observe and examine what's going on with yourself and others at that moment.
- Question what truly benefits you. Keep moving forward even if it's uncomfortable.
- Maintain your emotional alignment with goals.
- Spreading positivity with purpose.

We are all different in how we manage our emotions. There are some strategies for enhancing your Emotional Intelligence. Assess your current Emotional Intelligence level (How: Rate yourself, seek feedback, take assessments). There are many free assessments online. Identify areas for improvement. Build the desired behaviors into habits (repetition). Seek external support. Regularly review and adjust your action plan.

Developing the skill of Emotional Intelligence can assist leaders in the complexity of managing a diverse workforce. The ability to understand their emotions and the emotions of others can create a positive work culture and improve the ability to attract and retain talent in the workforce.