Emotional Intelligence Today: The COVID Gap

Part 1

John J. Hughes
E. I . Assessments, LLC

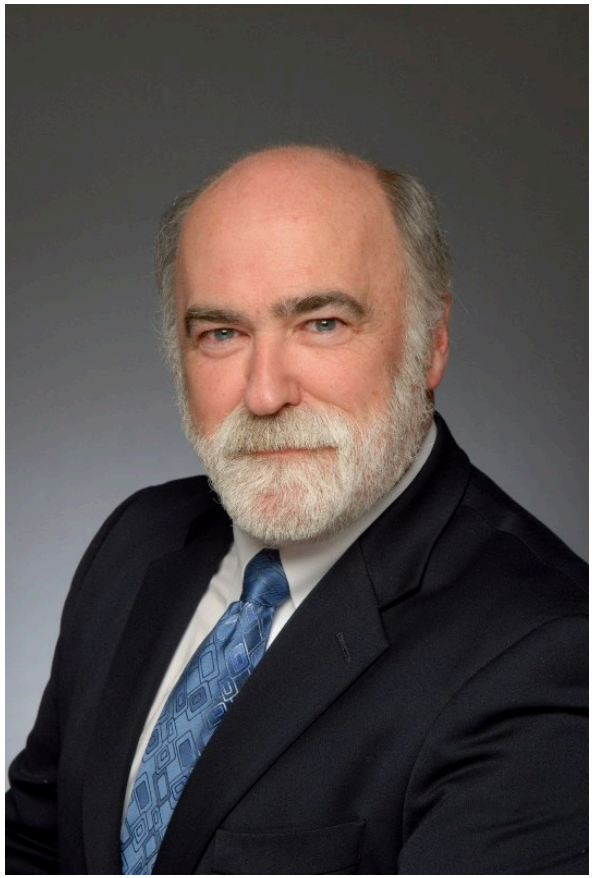
1979-84 Iona College - BA Psychology & MS Counseling, Adjunct Professor Psychology, Director of Residence

1984-1992 IBM –International Assignments, Leadership Development

1992-2007 New York Times – Director T&D, Senior HR Consultant

2008 – Present – E.I. Assessments, LLC, debriefed over 1,500 EQ-i reports

MHS Training Partner – Certify others in EQ-i 2.0 & EQ 360



Today's Session

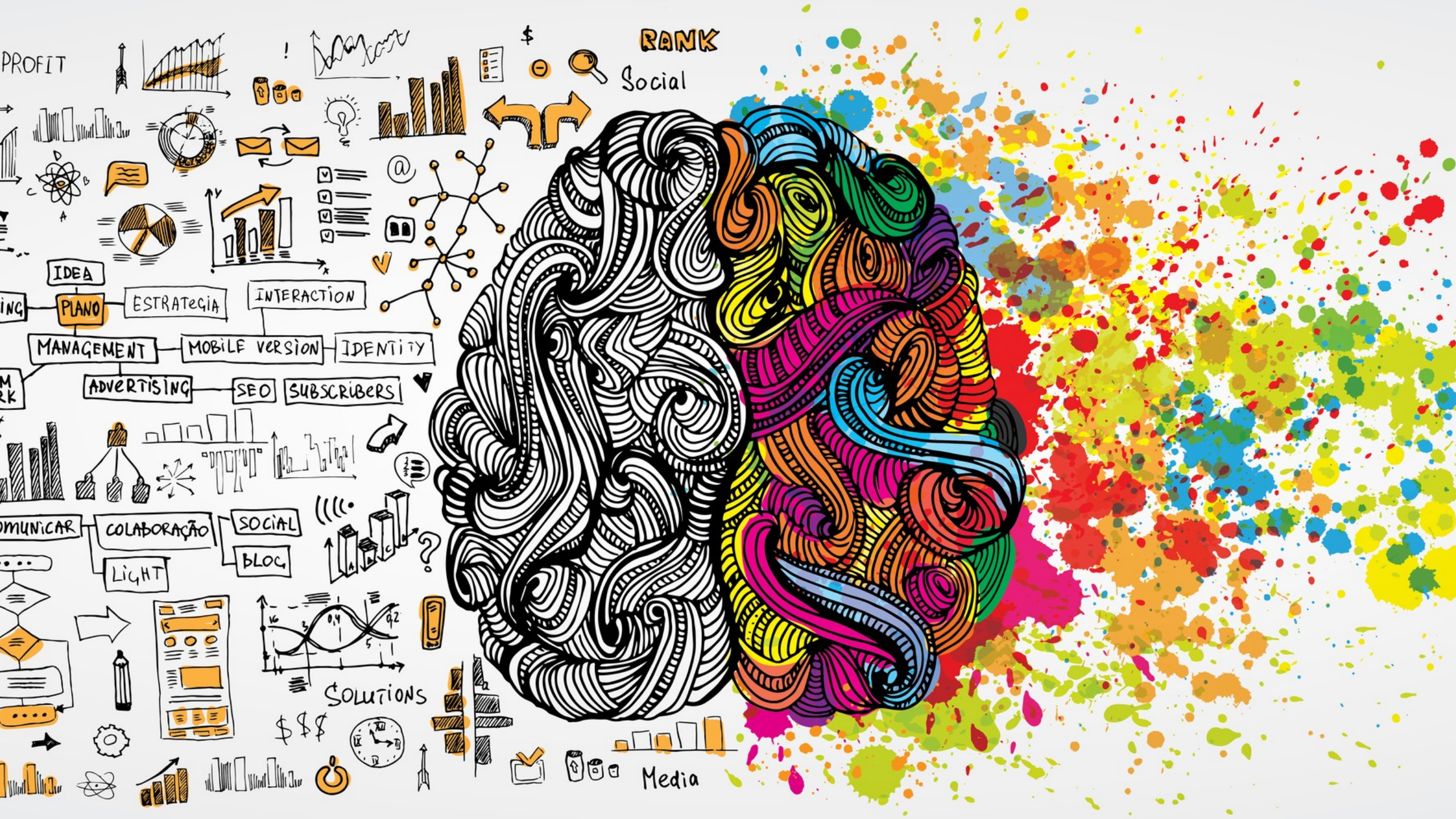
Background on emotional intelligence

Definition and explanation of three emotional intelligence skills

Ask questions

Respond via chat – we will capture responses & questions

Suggestions


PROFIT
RANK
Social
IDEA
PLANO
ESTRATEGIA
INTERACTION
MANAGEMENT
MOBILE VERSION
IDENTITY
ADVERTISING
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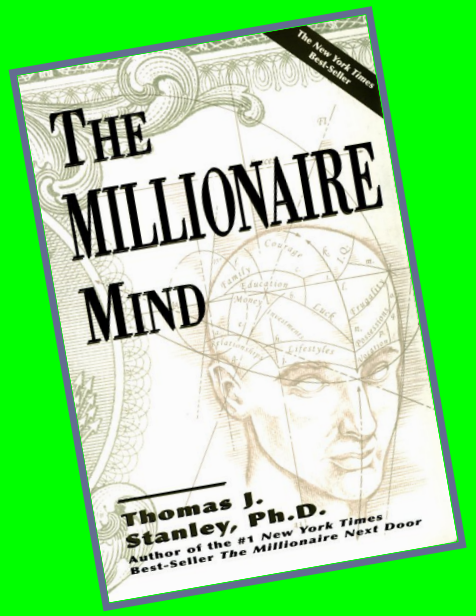
SUBSCRIBERS
COLABORAÇÃO
SOCIAL
BLOG
LIGHT
SOLUTIONS
$$$
Media

Why is Emotional Intelligence important?


The New York Times Best-Seller
THE MILLIONAIRE MIND
Thomas J. Stanley, Ph.D.
Author of the #1 New York Times Best-Seller The Millionaire Next Door

Surveyed 733 Millionaires

Income Statement Affluent vs.
Balance Sheet Affluent Millionaires

Participants asked to rank 30 factors that have been attributed to attaining success

The Millionaire Mind $ucce$$ Factor Quiz

1. Being honest with all people
2. Having good mentors
3. Being lucky
4. Being physically fit
5. Working harder than others
6. Having a high IQ/superior intellect
7. Having strong religious faith
8. Having a supportive homelife
9. ~~Investing in equities of public corporations~~
10. ~~Having excellent investment advisors~~
11. ~~Graduating top of my class~~
12. Being well disciplined
13. Attending a top rated college
14. Being very well organized
15. Having an urge to be well respected
16. Having extraordinary energy
17. Ignoring criticism of detractors
18. Getting along with people

What is the IQ?

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Solving job-related problems

Recalling, categorizing, synthesizing information

Accumulating and communicating relevant knowledge

Understanding and applying mathematical concepts

Writing, reading and comprehending text

Processing and analyzing visual and auditory data and patterns

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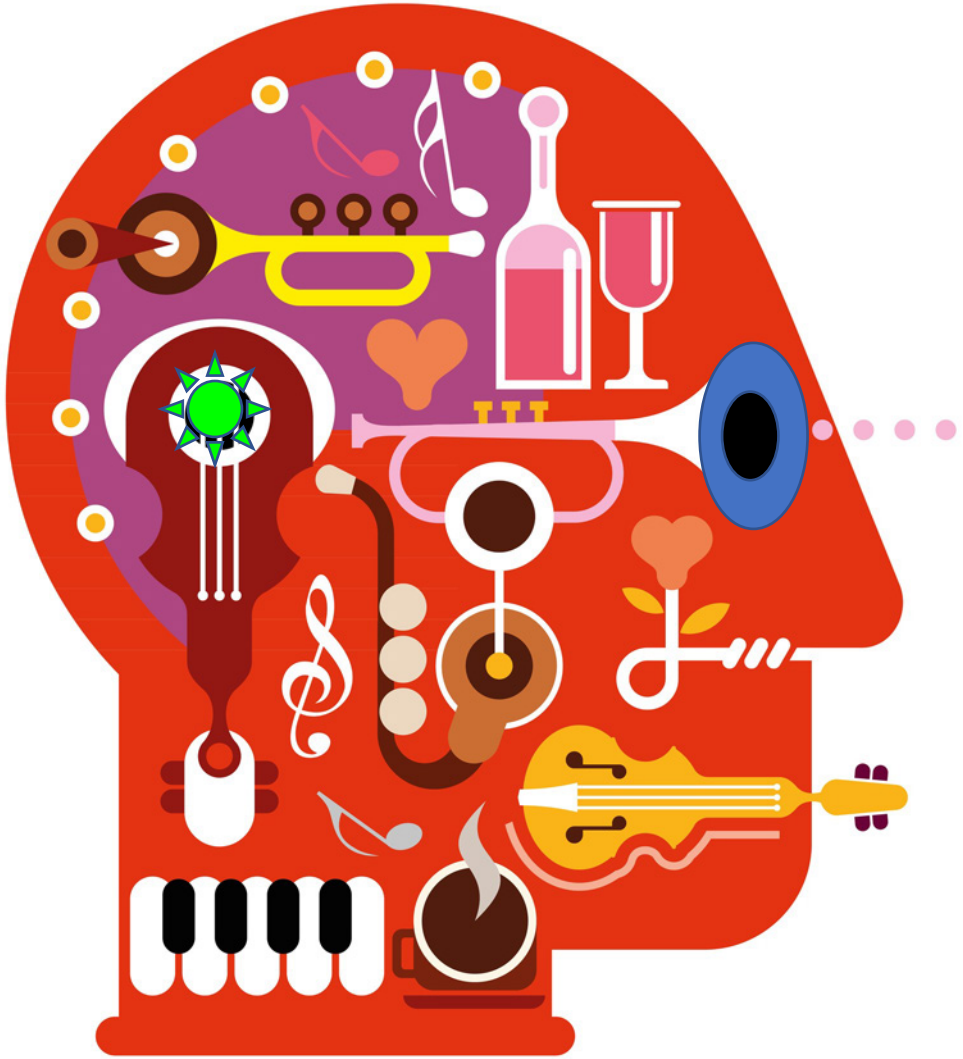

What is the EQ?

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Create exciting and engaging goals

They believe in their talents,skills & ability to learn

Conscious of their emotions

Know how to assert and defend their opinions, ideas, feelings

Can manage effectively in stressful situations

Sacrifice for the benefit of the team, group or community

Actively listen & build trust

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IMPORTANCE OF BALANCE

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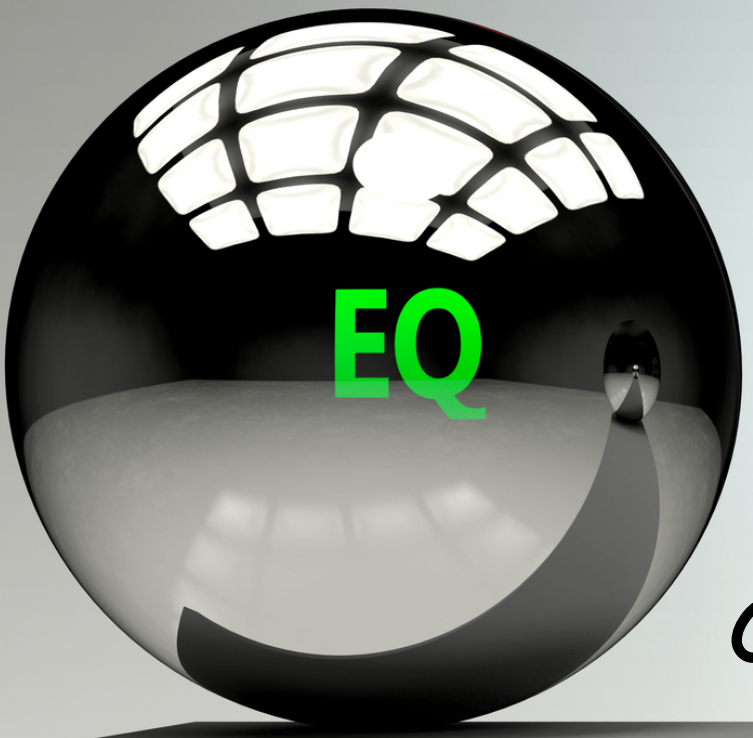
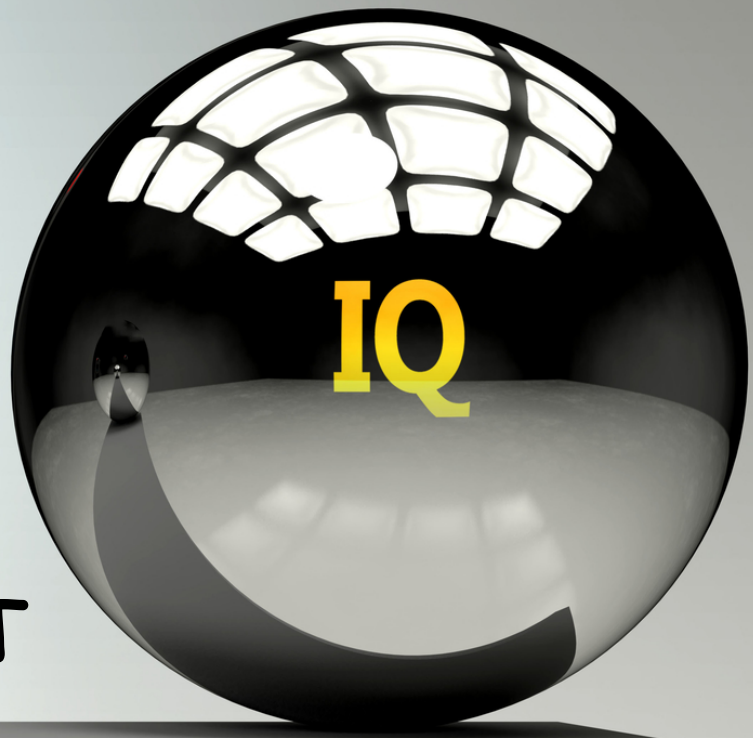
LEADERSHIP

PROBLEM-SOLVING

DECISION MAKING

CONFLICT MANAGEMENT





EMOTIONAL INTELLIGENCE

COGNITIVE INTELLIGENCE

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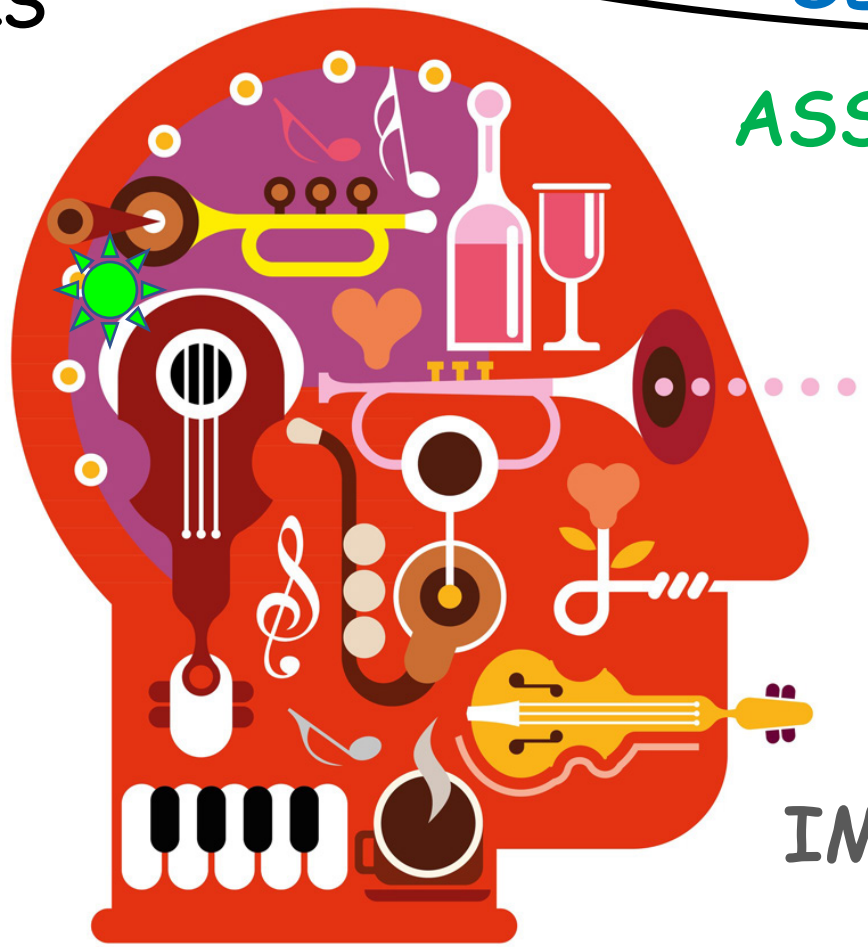
EMOTIONAL INTELLIGENCE SKILLS

SELF-ACTUALIZATION

EMOTIONAL SELF-AWARENESS

SELF-REGARD



ASSERTIVENESS

EMOTIONAL EXPRESSION

EMPATHY

INTERPERSONAL RELATIONSHIPS

SOCIAL RESPONSIBILITY

PROBLEM SOLVING

INDEPENDENCE

REALITY TESTING

IMPULSE CONTROL

STRESS TOLERANCE

FLEXIBILITY

OPTIMISM

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SELF-ACTUALIZATION

SELF-REGARD

EMOTIONAL SELF-AWARENESS

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Emotional Intelligence Skill

Self-Actualization Chat Question

What would I be doing with my life right now if I had $50,000,000.00 dollars in the bank?

Emotional Intelligence Skill

What is **Self-Actualization**?

What is the connection between **Self-Actualization**, emotional intelligence and career development?

Emotional Intelligence Skill

Focus their energies, talents and time on attaining a goal

Attract support and encouragement from others

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Developmental Psychology

Learning Theory

Personality Development

Dr. Abraham Maslow

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Hierarchy of Needs

Dr. Abraham Maslow

SELF-ACTUALIZATION
morality, creativity, spontaneity, acceptance, experience purpose, meaning and inner potential

SELF-ESTEEM
confidence, achievement, respect of others, the need to be a unique individual

LOVE AND BELONGING
friendship, family, intimacy, sense of connection

SAFETY AND SECURITY
health, employment, property, family and social abilty

PHYSIOLOGICAL NEEDS
breathing, food, water, shelter, clothing, sleep

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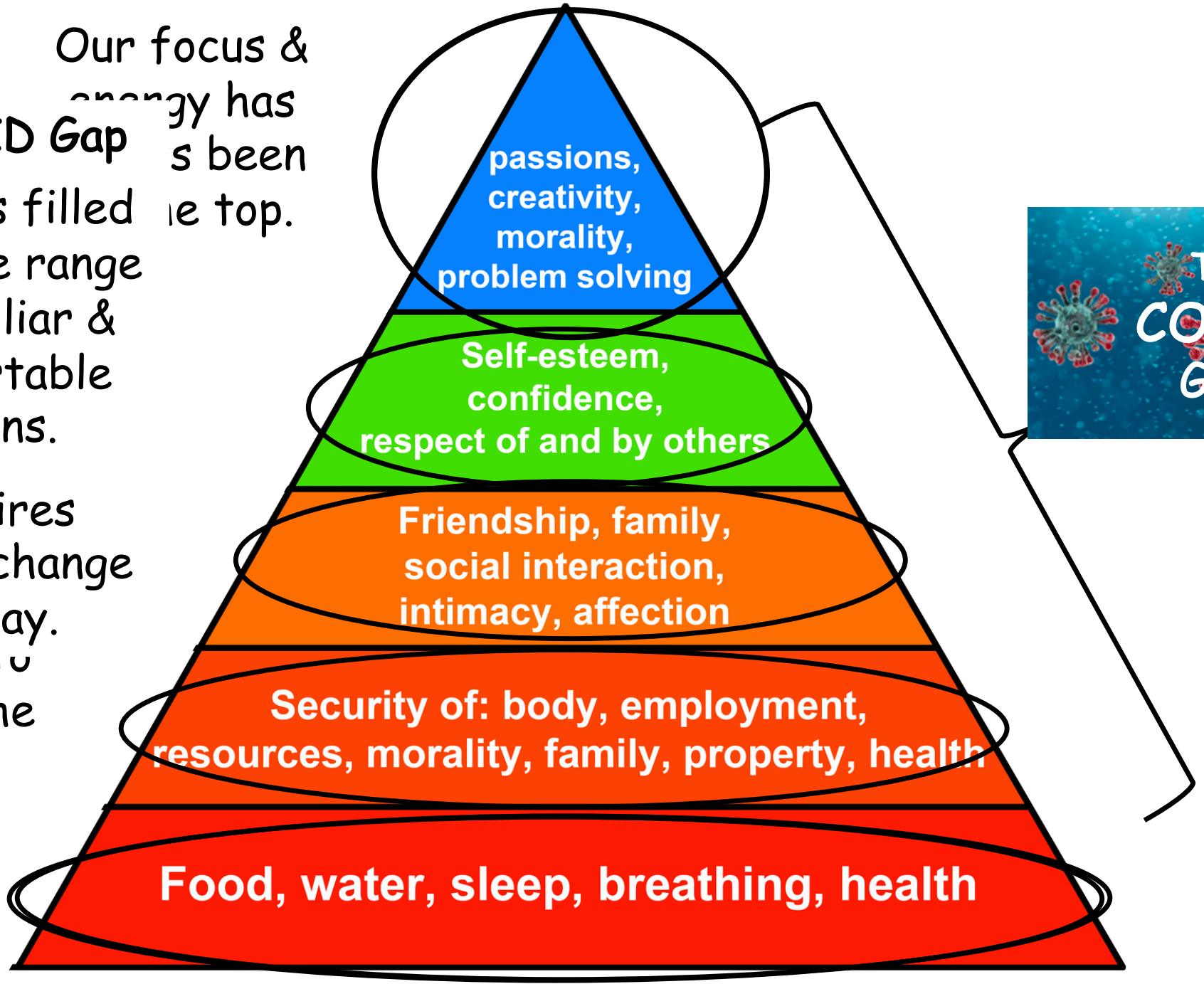
The COVID Gap

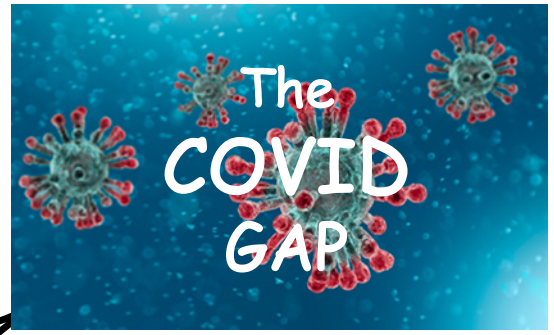
Our focus & energy has been

This gap is filled with a wide range of unfamiliar & uncomfortable emotions.

It requires managing change everyday.

forces us to focus on the basics.





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Emotional Intelligence Skill

Self-Actualization Chat Question

What would I be doing with my life right now if I had $50,000,000.00 dollars in the bank?

Emotional Intelligence Skill

Self-Actualization Coaching Question

What do I want to be doing with my life 3 years from today?

What will I be doing with my life 3 years from today?

Same company at a higher level

Same company and level and more responsibilities

I need to give this job more time

I think it's time for me to start networking

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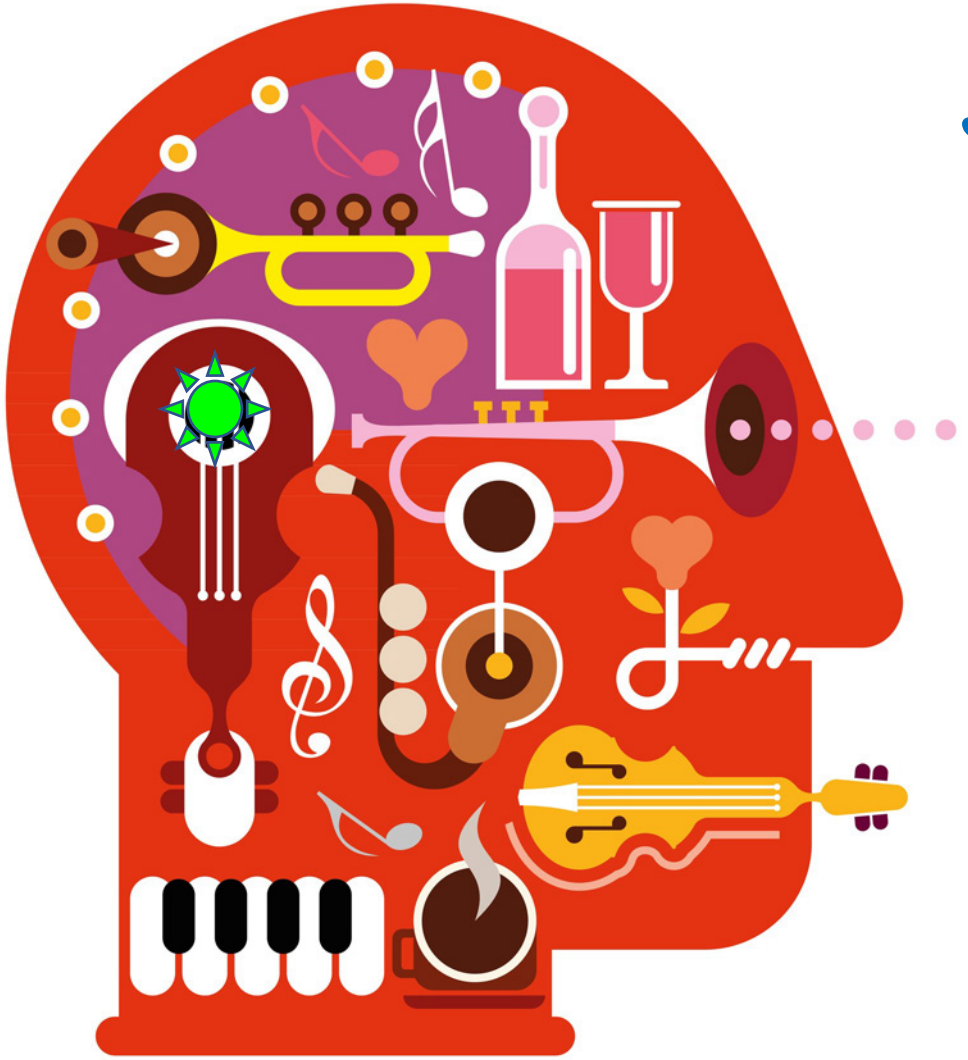
Emotional Intelligence Skill

Self-Actualization Coaching Question

What do I want to be doing with my life 3 years from today?



SELF-ACTUALIZATION

SELF-REGARD

EMOTIONAL SELF-AWARENESS

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Self-Regard Chat Questions

What is something I say to myself when I am up against a challenge?

Who are the people in my life who have provided the greatest encouragement to me?

Emotional Intelligence Skill

What is **Self-Regard?**

What is the connection between **Self-Regard**, emotional intelligence and goal setting?

Pride based on experience, humility & ability to learn

Appreciation for your own skills & talents & goals

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Your Inner Voice

"I AM SO READY FOR THIS!"

EARNED PROMOTION

SELF-REGARD

BELIEVING IN YOURSELF

&

CREATING A VISION OF THE FUTURE

What Increases Self-Regard?

Your Board of Directors

An Inspiring Goal

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Self-Regard Chat Questions

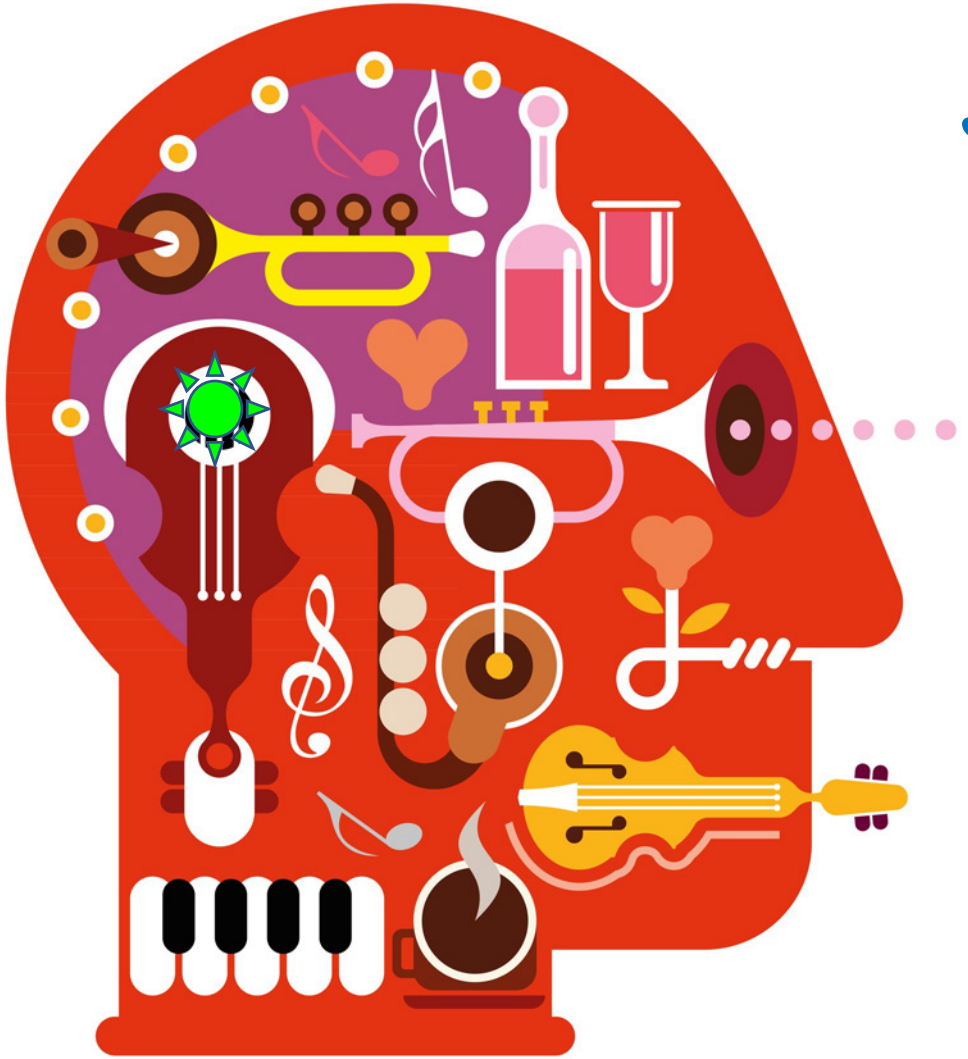
What is something I say to myself when I am up against a challenge?

Who are the people in my life who have provided the greatest encouragement to me?

Emotional Intelligence Skill

Self-Regard Coaching Question

What do I want to change about myself?



SELF-ACTUALIZATION

SELF-REGARD

EMOTIONAL SELF-AWARENESS

E.I. Assessments

Emotional Intelligence Skill

Emotional Self-Awareness Chat Questions

What are the indicators that tell **me** it is time to slow down & re-energize?

What do I do?

What is an Emotion?

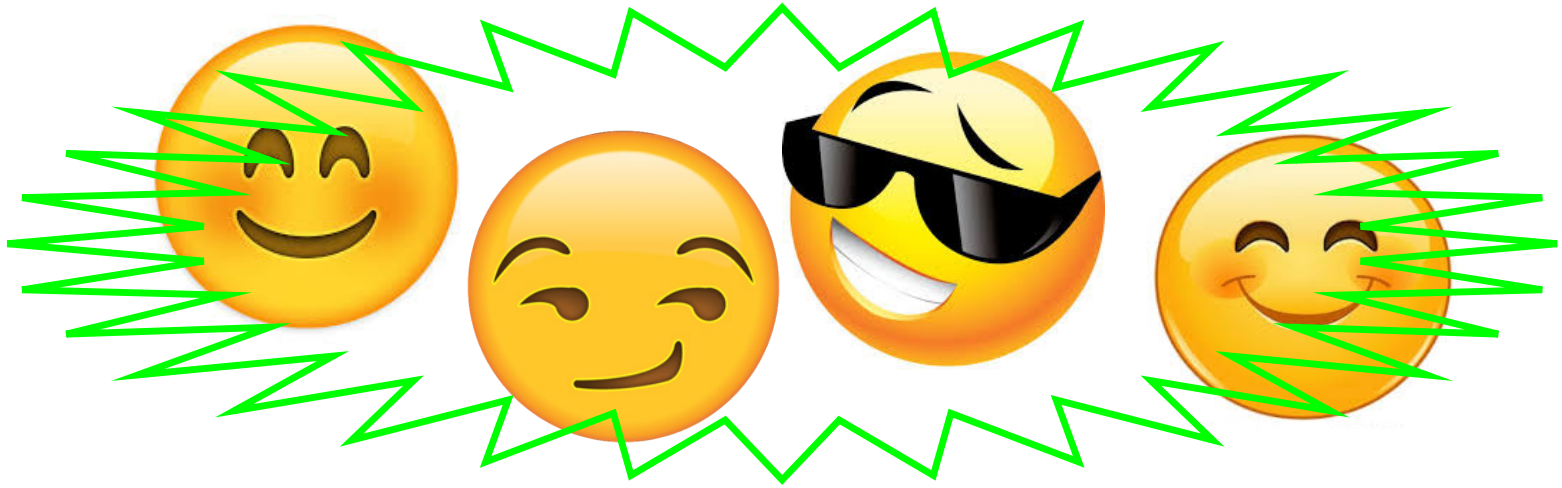
e·mo·tion

/əˈmōSH(ə)n/

noun a natural instinctive state of mind deriving from one's circumstances, mood, or relationships with others

Emotions Require Energy

Pockets of positive & negative energy that drive your behavior



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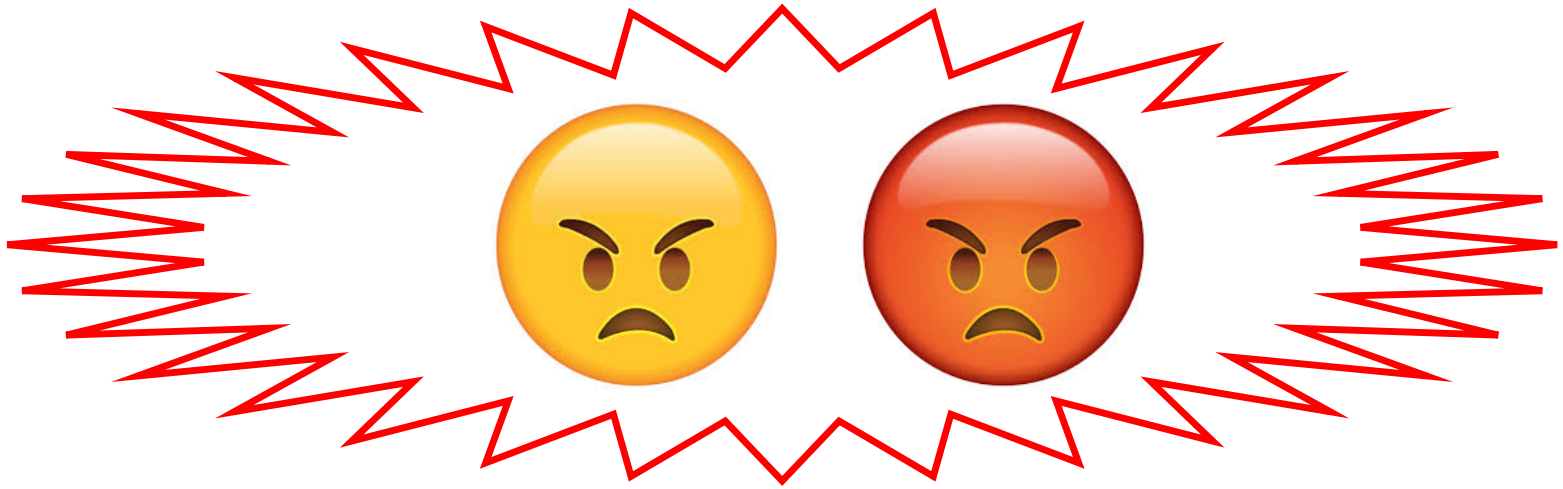

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Emotions Require Energy

CONTEMPT

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Emotions Require Energy

Interested
Supportive
Enjoyable

Negative
Annoyed
Draining

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Emotional Intelligence Skill

What is **Emotional Self-Awareness** and why is it important?

Identifying & managing your emotions

Knowing the impact of your emotions on others

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Practicing emotional renewal

Understanding how you are expected to show up

ACCEPT
YOURSELF

MINDFULNESS

Smile

Breathe

CLOUD GAZING

Exercise

Spend time with nature

Walk BAREFOOT

Open Mind

RELAX
RELAX
RELAX

FORGIVE
FORGIVE
FORGIVE

POSITIVE THINKING

Plant

Cook

Take the dog for a walk

Chat with friends
<listen>

Take a bath

Emotional Intelligence Skill

Emotional Self-Awareness Chat Questions

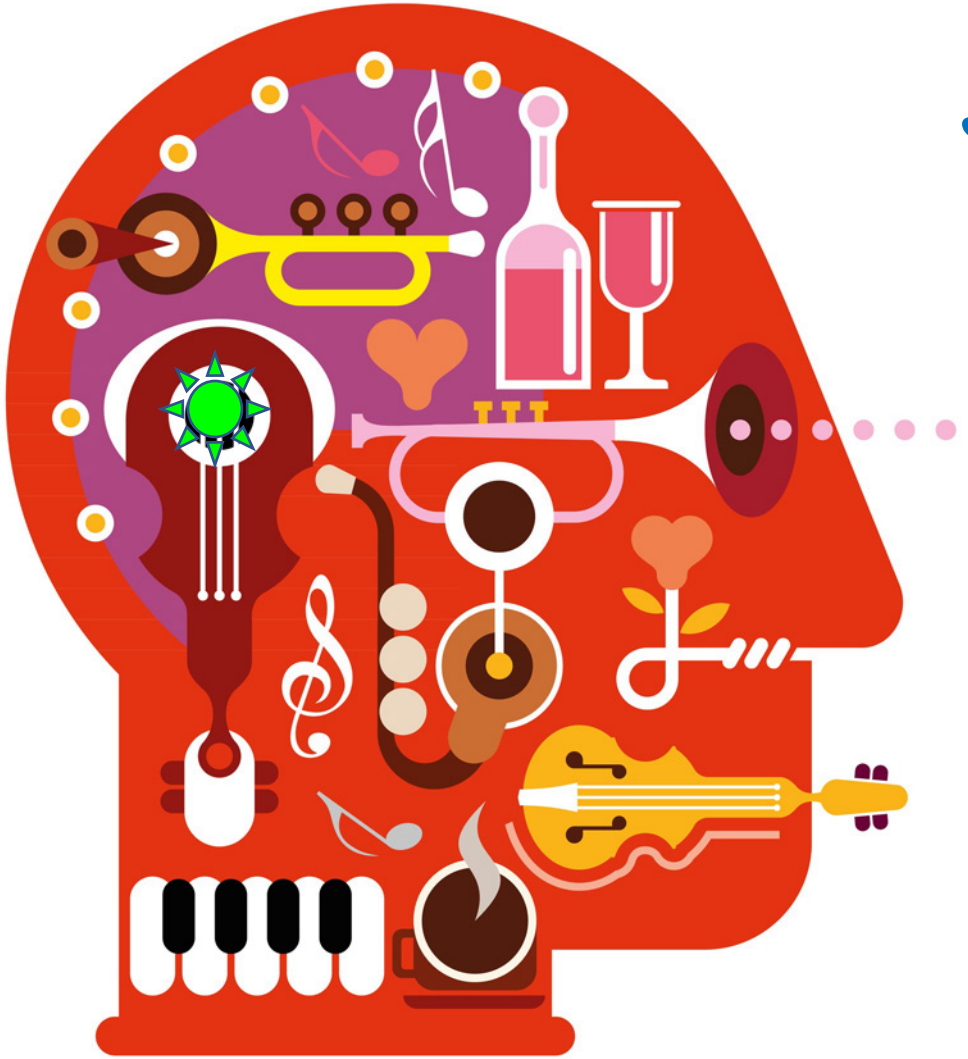
What are the indicators that tell me it is time to re-energize?

What do I do?

Emotional Intelligence Skill

Emotional Self-Awareness Coaching Question

What am I doing to maintain my physical energy?



SELF-ACTUALIZATION

SELF-REGARD

EMOTIONAL SELF-AWARENESS

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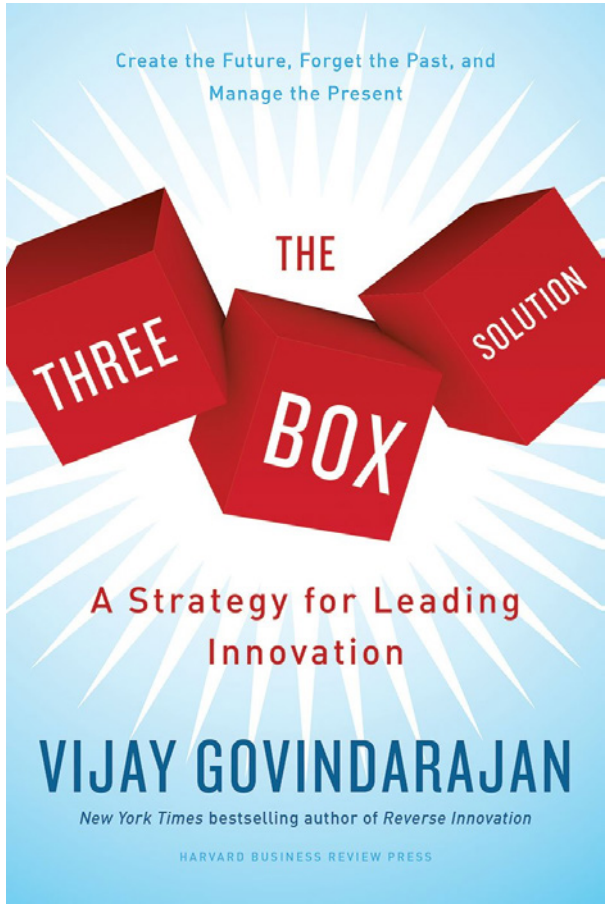
Emotional Intelligence Skill

Self-Actualization

The Three Box Solution

Vijay Govindarajan



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Emotional Intelligence Skill

The Three Box Solution

Managing the Present

Selectively Forgetting the Past

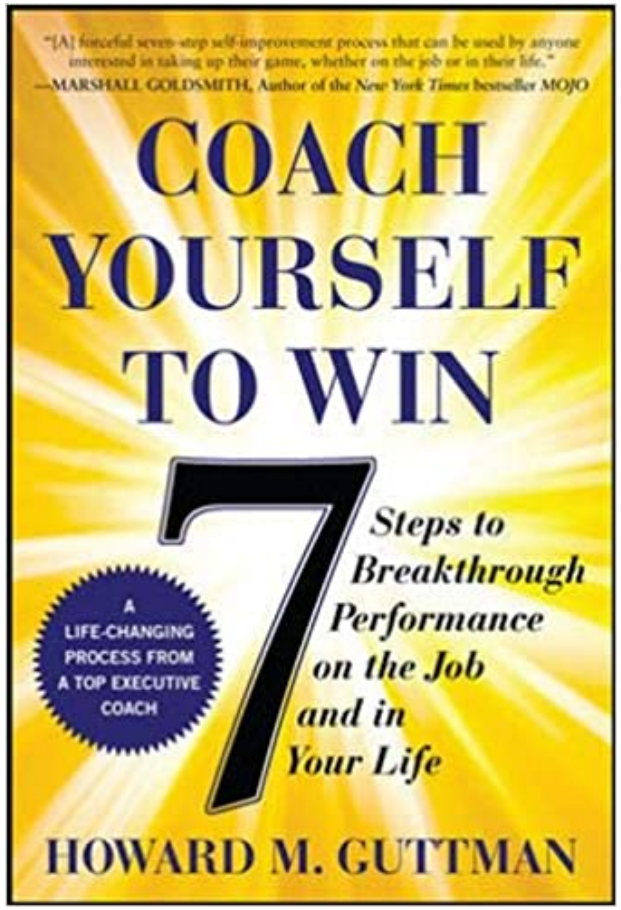
Creating the Future

Emotional Intelligence Skill

Self-Regard

Coach Yourself to Win

Howard Guttman



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Emotional Intelligence Skill

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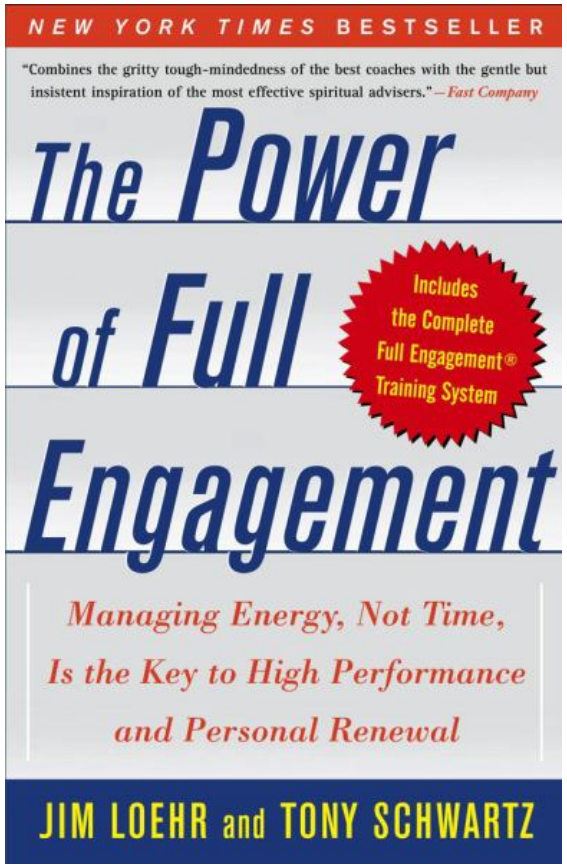
Emotional Intelligence Skill

Emotional Self-Awareness

The Power of Full Engagement

Jim Loehr &
Tony Schwartz



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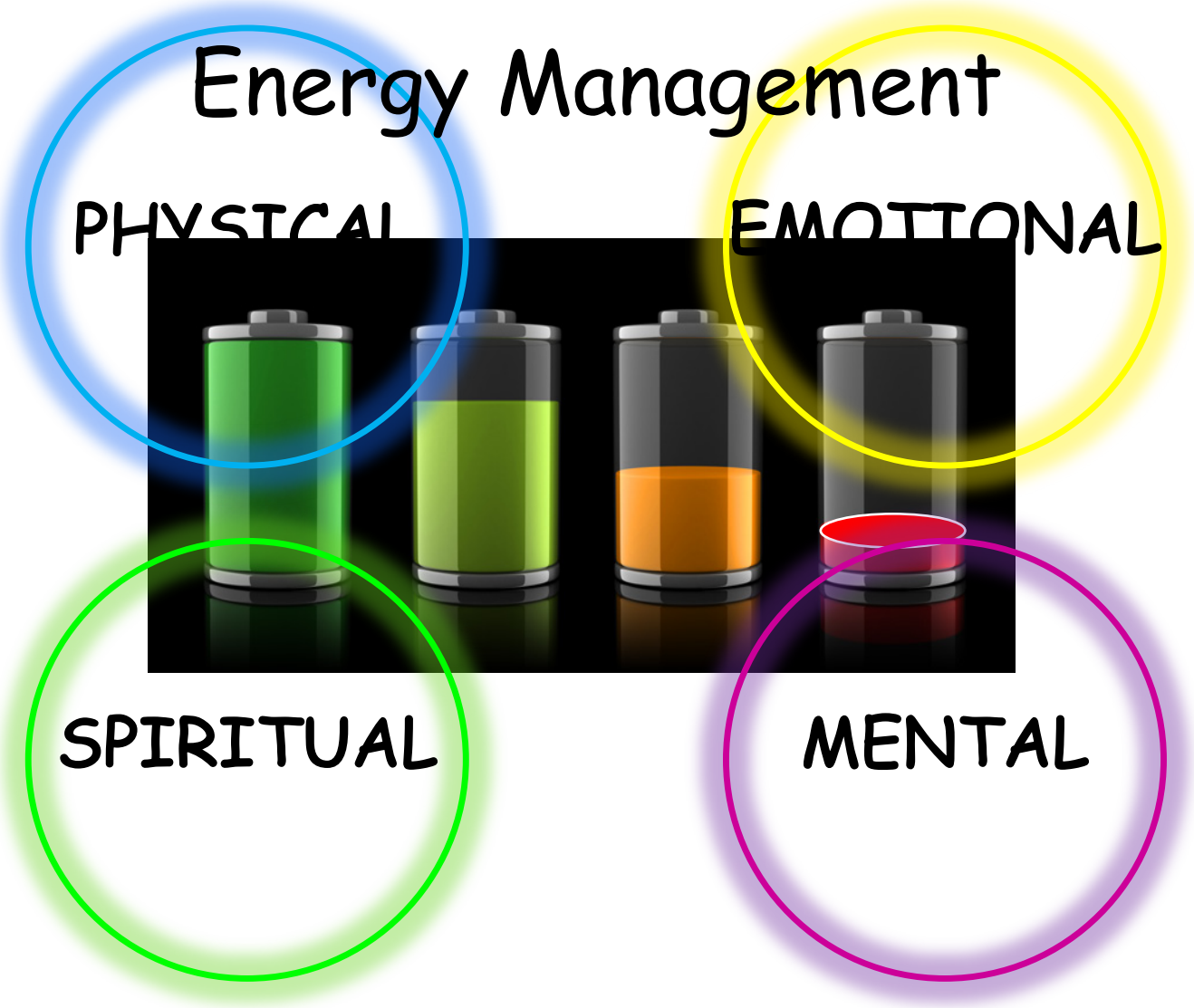
Emotional Intelligence Skill



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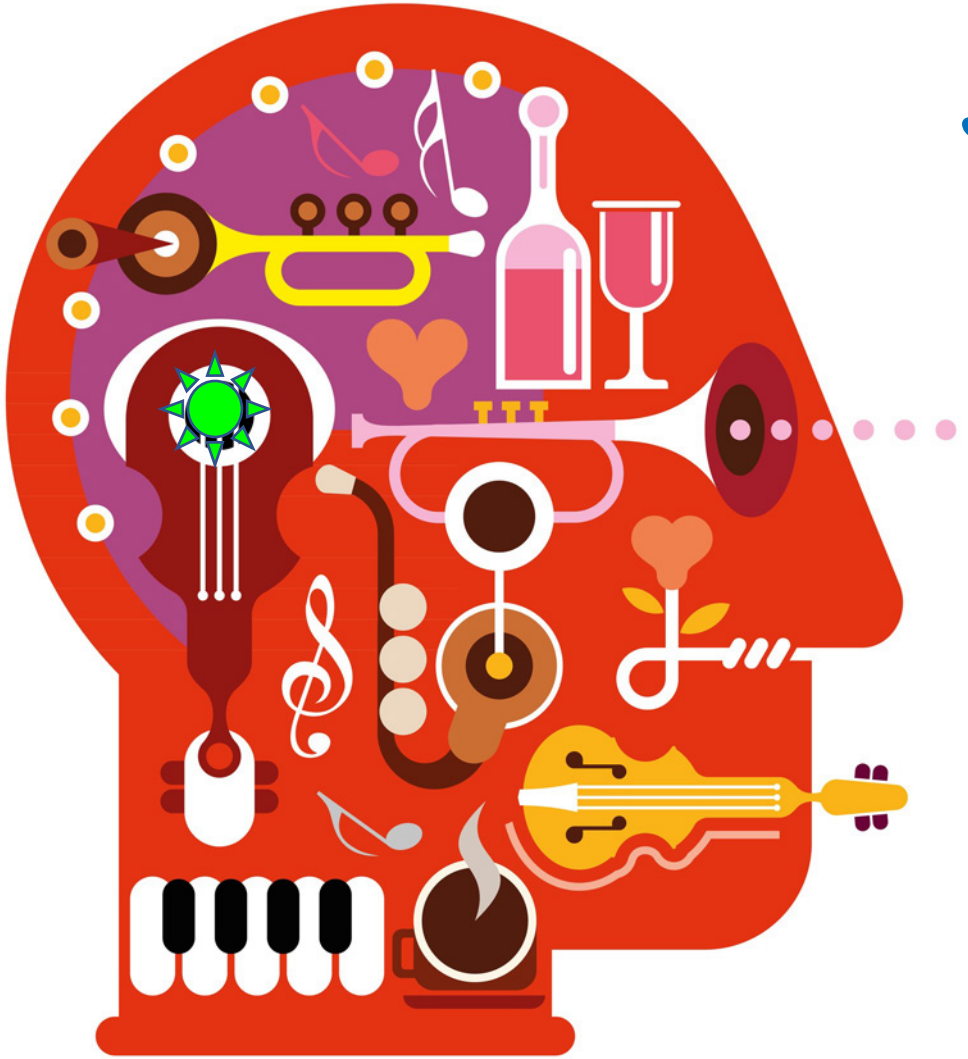

SELF-ACTUALIZATION

SELF-REGARD

EMOTIONAL SELF-AWARENESS

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Suggestions

Accept your feelings,
don't judge them

When experiencing very strong emotions, especially anger, count to 10

Declare your goals to the people who will support you

Seek feedback from people you trust and act on it

Support others

Today's Session

Background on emotional intelligence

Definition and explanation of three emotional intelligence skills

Ask questions

Respond via chat – we will capture responses & questions

Suggestions

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SELF-ACTUALIZATION

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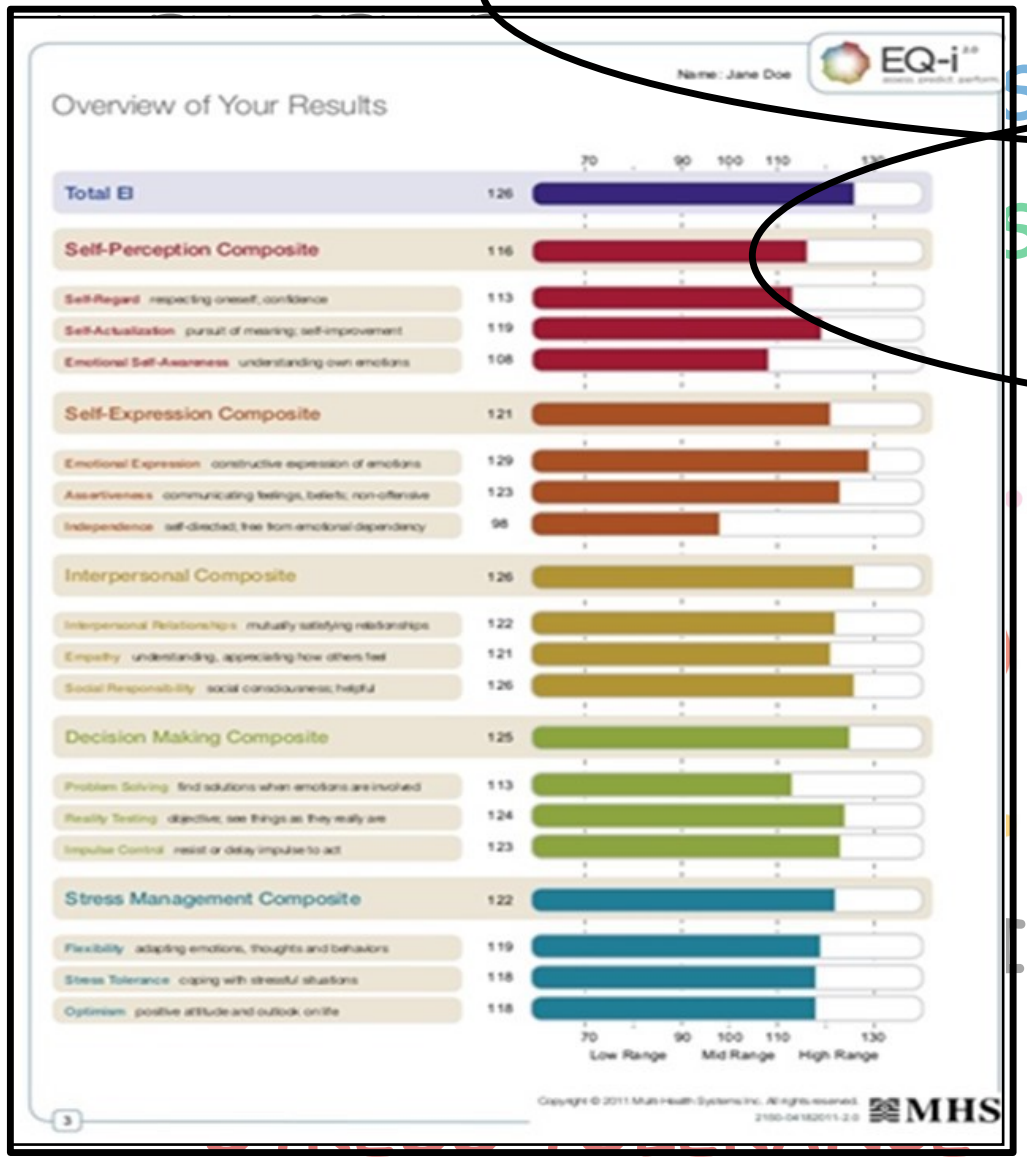

SELF-REGARD

SSERTIVENESS

EMOTIONAL EXPRESSION

INTERPE TIONSHIPS

SOC

RESPONS

PROBLEM SOLVING

EQ-i 2.0

Emotional Quotient Inventory

INDEPENDENCE

REALITY TESTING

MPULSE CONTROL

FLEXIBILITY

OPTIMISM

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What is your EQ?

To schedule a coaching session or learn about getting certified in using the EQ-i 2.0 & EQ 360, please visit

https://www.eiassessmentsllc.com/

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845-702-0513

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