



Emotionally
Intelligent Leadership



Best. Boss. Ever.

your own experience



What is
**Emotional
Intelligence?**



Why is it important?

- EI determines the vast majority of your success in the workplace.
- EI improves team cohesion.
- EI enhances leadership ability.
- EI is learnable and able to change with intention.





“Must Have” Criteria



1. Identify and hire high potentials
2. Increase performance
3. Leadership development
4. Strategic Team performance
5. Identify weakness, group think, disparate usage for diagnostics
6. Acting strategically
7. Succession planning
8. Prevent and manage conflict
9. Influence and persuasion
10. Preventing burnout

Applications in the **Workplace**





El makes
you a **star**.

“Emotional intelligence, more than any other factor, more than IQ or expertise, accounts for 85% to 90% of your success at work. IQ is a threshold competence. You need it, but it doesn't make you a star. Emotional Intelligence can do that.”

- Warren Bennis

The Model



Leadership Derailers

Impulse Control

120

Stress Tolerance

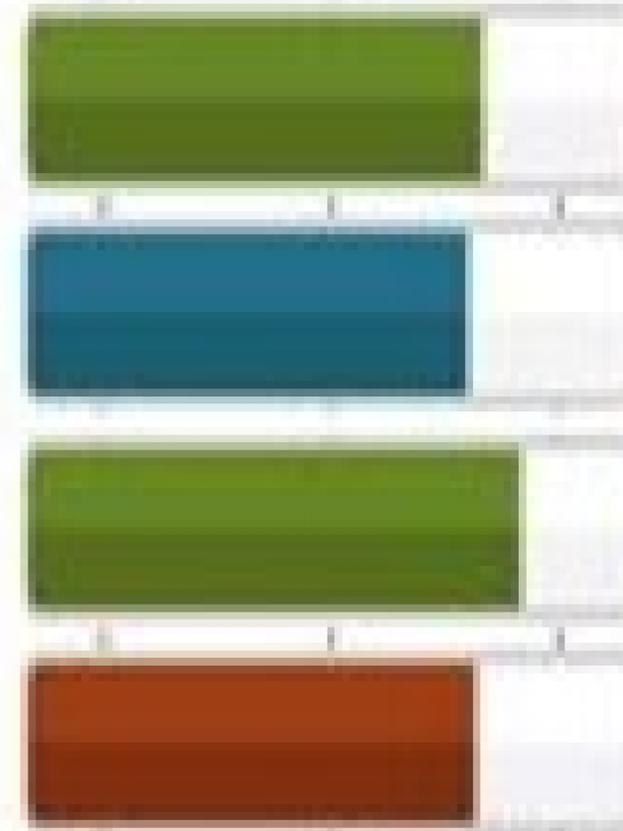
118

Problem Solving

125

Independence

119



The Four Dimensions of EI Leadership



Authenticity

An authentic leader serves as a role model for moral and fair behavior. A transparent approach commands esteem and confidence from employees.



Coaching

A leader who coaches effectively is seen as a mentor who supports employee growth. Employees are nurtured towards achieving their highest levels of performance.



Insight

A leader provides insight by sharing a purpose and hopeful vision for colleagues to follow. Employees are compelled and inspired to exceed goals.



Innovation

An innovative leader focuses on taking risks, spurring colleagues' ingenuity and autonomous thought. Knowledge is valued and challenges are viewed as learning opportunities.



Longterm Well-being

ARTICLE

EMOTIONAL INTELLIGENCE

Why Some People Get
Burned Out and
Others Don't

by Kandi Wiens and Annie McKee



Now this is a Marathon

Five ways to continue to flourish (and help your teams thrive) for the long run.



1. Don't be the source of your stress

Self-Awareness and
Problem Solving



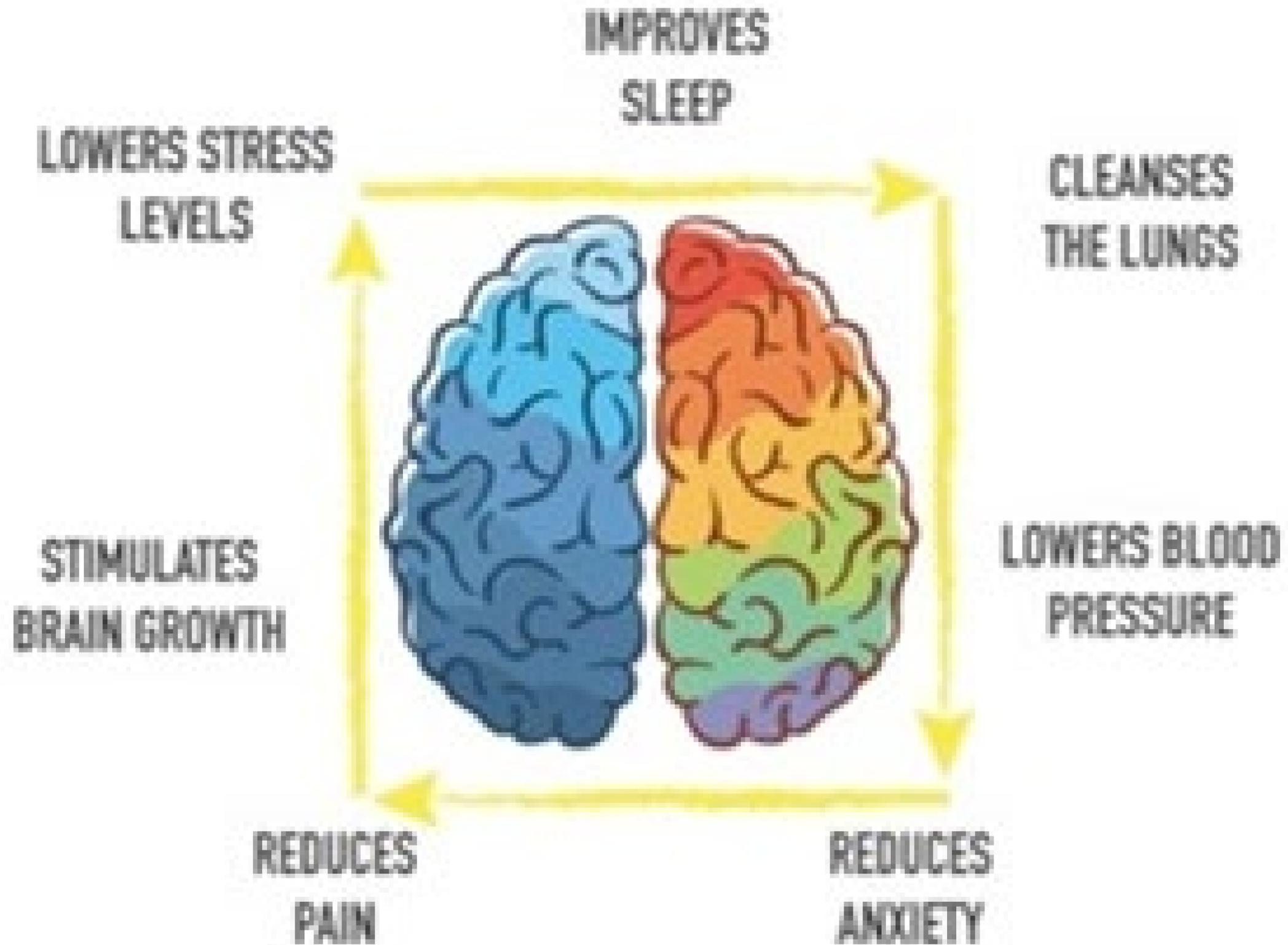
2. Recognize Your Limitations

Self-Regulation



3. Practice mindfulness Breathe

Stress Tolerance and
Impulse control

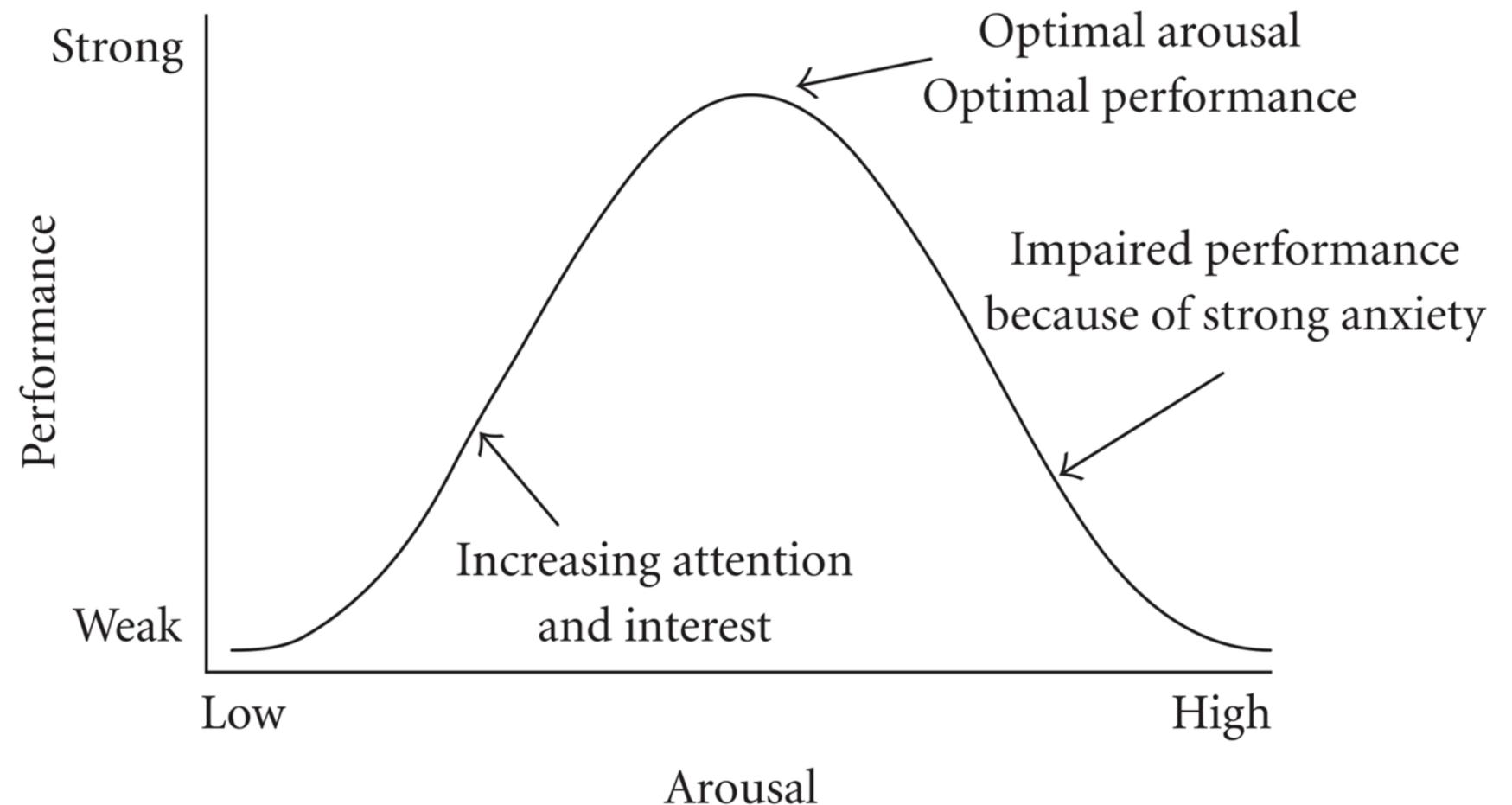


4. Reevaluate Your Perspective

Optimism and Reality
Testing



eustress and distress



5. De-Escalate Conflicts by Bracketing

Empathy and Interpersonal Relationships



How will you use EI to gain **SELF-
KNOWLEDGE** to move into **SELF-
AWARENESS** to access higher-
performance behaviors?

