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HEALTHY SELF-REGARD AND HUMILITY: EVOLVING EMOTIONAL INTELLIGENCE & EFFECTIVE LEADERSHIP



Emotional Intelligence (EQi)

- Leadership and EQi
- How EQi Evolves
- Case Study
- Why it is important in recruitment and retention
- Six basic moods



Leadership

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- As a role
- As a way of being



Four Integrated Leadership Frames

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- Intelligence
- Technical skills and knowledge
- Experience
- Leadership presence



55%	Purpose driven, caring mindset
51%	Self-motivating, engaging, inspiring
39%	Good listening and communicating skills
51%	Current leadership not effectively practicing EQi

Fast Company, 1/16/20

The Skills Companies Need Most in 2020



Top 5 Soft Skills

- 1 Creativity
- 2 Persuasion
- 3 Collaboration
- 4 Adaptability
- 5 Emotional intelligence



Top 10 Hard Skills

- 1 Blockchain
- 2 Cloud computing
- 3 Analytical reasoning
- 4 Artificial intelligence
- 5 UX design
- 6 Business analysis
- 7 Affiliate marketing
- 8 Sales
- 9 Scientific computing
- 10 Video production

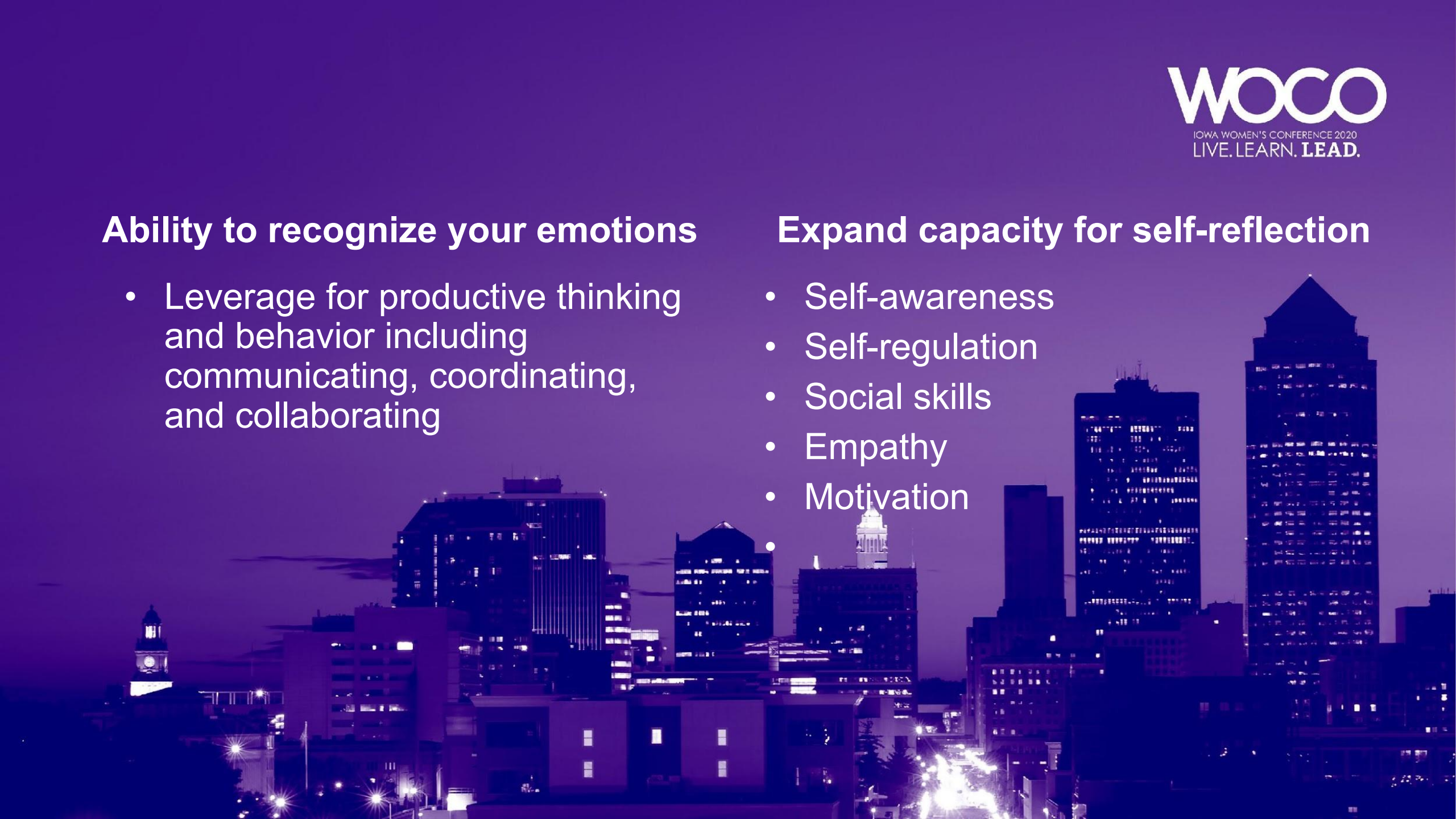


Ability to recognize your emotions

- Leverage for productive thinking and behavior including communicating, coordinating, and collaborating

Expand capacity for self-reflection

- Self-awareness
- Self-regulation
- Social skills
- Empathy
- Motivation



The logo for WOCO, consisting of the letters 'WOCO' in a bold, white, sans-serif font. The background of the entire slide is a purple-tinted photograph of a city skyline at night, with various skyscrapers and buildings illuminated against a dark sky.

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Leaders Cultivate the Self in Order to Serve Others

Set of Emotional and Social Skills

Influence

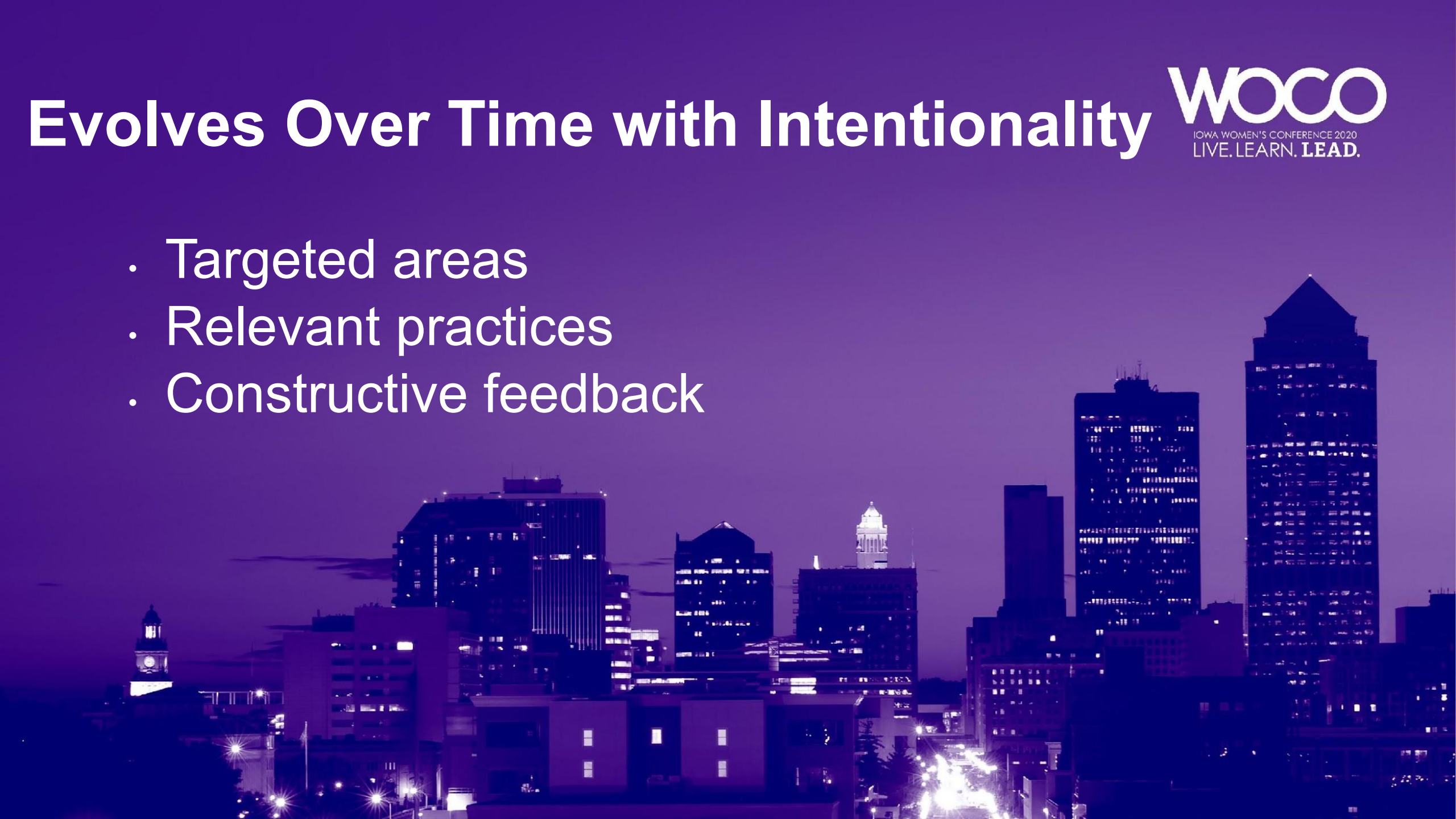
- The way we perceive ourselves
- The way we express ourselves
- Develop and maintain social skills
- Cope with challenges



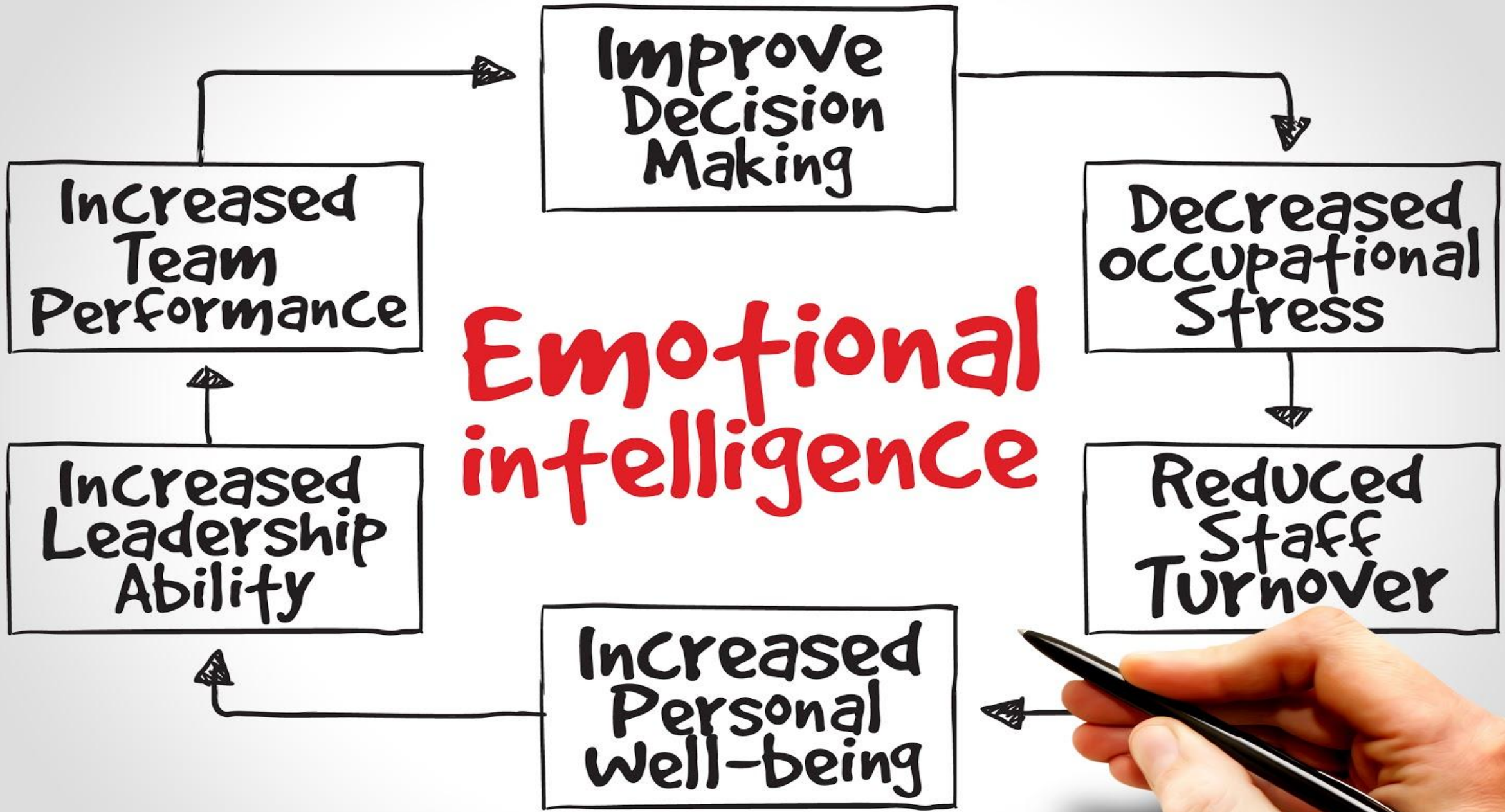
Evolves Over Time with Intentionality



- Targeted areas
- Relevant practices
- Constructive feedback



Emotional intelligence





Total EI

Self-Perception

- Self-Regard*
- Self-Actualization*
- Emotional Self-Awareness*

Self-Expression

- Emotional Expression*
- Assertiveness*
- Independence*

Interpersonal

- Interpersonal Relationship*
- Empathy*
- Social Responsibility*

Decision Making

- Problem Solving*
- Reality Testing*
- Impulse Control*

Stress Management

- Flexibility*
- Stress Tolerance*
- Optimism*

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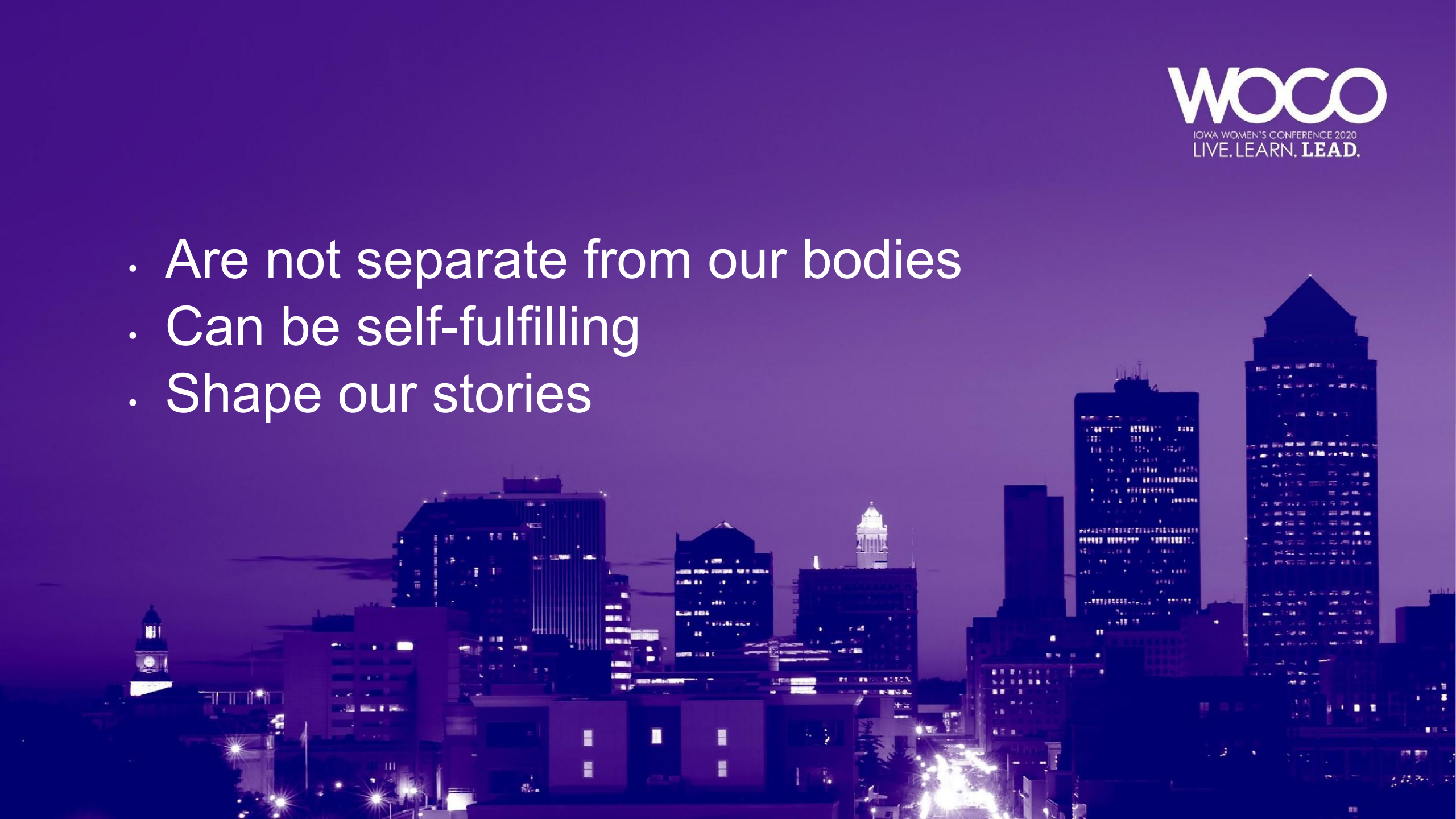


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Moods

- Are not separate from our bodies
- Can be self-fulfilling
- Shape our stories



A nighttime city skyline with a purple tint. The buildings are illuminated with lights, and the sky is a deep purple. The text is overlaid on the image.

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Through choice and practice, leaders can build capacities to generate and sustain moods that support possibilities into a new future.

We can choose the mood that will support how the story generates emotional content for others



Six Basic Moods in Leadership

- Ambition
- Gratitude
- Acceptance
- Entitlement
- Resignation
- Resentment



A nighttime city skyline with a purple tint. The sky is a deep, dark purple. The city buildings are silhouetted against the sky, with some windows glowing with light. The overall mood is serene and professional.

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Practice

Thank you!

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