

Emotionally Intelligent Leadership

Emotional Intelligence: The capacity to be aware of, control, and express one's emotions, and to handle interpersonal relationships judiciously and empathetically

Intelligence Quotient (IQ): measures cognitive ability

Emotional Intelligence (EIQ) is an ability to recognize emotional information **and use it** to guide our thoughts and actions

EI includes both **personal competency** and **social competency**, and can be developed!

Emotionally intelligent leadership asserts that an individual must be conscious of three fundamental facets that contribute to the leadership dynamic:

- **Consciousness of self**
- **Consciousness of others**
- **Consciousness of context**



Consciousness of Self

Emotional self-perception	Identifying your emotions and reactions and their effect on you
Honest self-understanding	Being aware of your own strengths and limitations
Healthy self-esteem	Having a balanced sense of self
Emotional self-control	Consciously moderating your emotions and reactions
Authenticity	Being transparent and trustworthy
Flexibility	Being open and adaptive to changing situations
Achievement	Being driven to improve according to personal standards
Optimism	Being positive
Initiative	Wanting and seeking opportunities

Consciousness of Others

Empathy	Understanding others from their perspective
Citizenship	Recognizing and fulfilling responsibility for others
Inspiration	Motivating others toward a shared vision
Influence	Demonstrating skills of persuasion
Coaching	Helping others enhance their skills and abilities
Change agent	Seeking and working with others toward new directions
Conflict management	Identifying and resolving problems with others
Developing relationship	Creating connections between, among, and with people
Teamwork	Working effectively with others in a group
Capitalizing on difference	Building on assets that come from differences with others

Consciousness of Context

Environmental Awareness	Thinking intentionally about the environment of a leadership situation
Group Savvy	Interpreting the situation and/or networks of an organization

Ways to Develop EIQ

1. Locate and meet with a mentor who exemplifies the facet or capacity
2. Read an article or book on the facet or capacity
3. Join a student organization or place yourself in situations that require you to practice the facet or capacity
4. Take part in formal learning opportunities, retreats, or courses that focus on the facet or capacity
5. Blog or journal about the process of developing the facet or capacity
6. Have coffee or otherwise connect with others working on the same facet or capacity and talk about your experience
7. Write a vision statement or story about a future positive state as it relates to the facet or capacity
8. Participate in opportunities to teach others about the facet or capacity
9. Complete the assessment instrument that can help you learn more about yourself
10. Find a job or internship that will require you to use (and practice) the facet or capacity