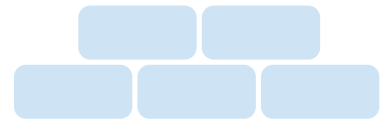
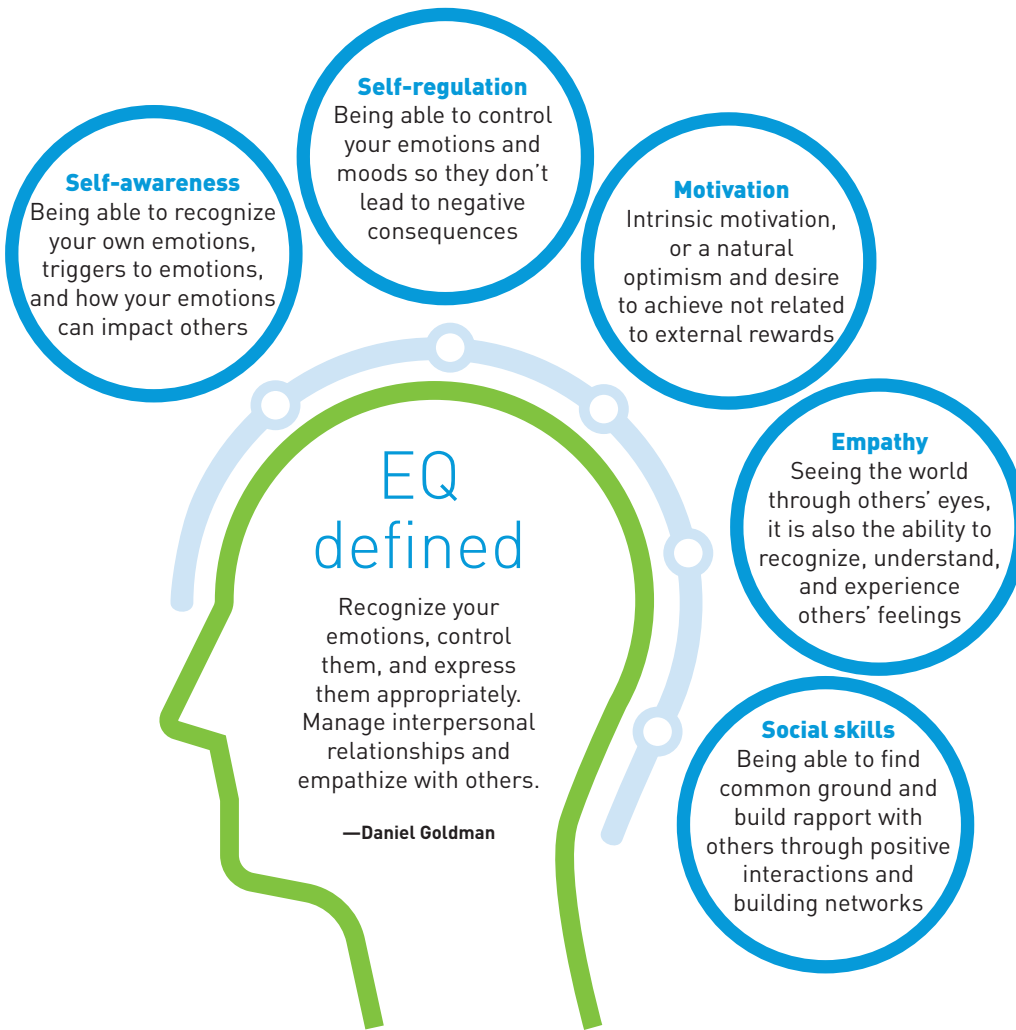


EQ Leadership

Enhanced leadership through emotional intelligence (EQ)



Building EQ

Emotional intelligence tends to increase incrementally with age, but here are some ways you can build EQ intentionally:

Reflect on how you feel and why, while considering your triggers

Seek out another perspective

Practice humility by supporting others to succeed

Apologize when you make a mistake, and take responsibility

Maintain a positive attitude

Stay cool and manage stress

Be assertive and able to express difficult emotions when necessary

Stay proactive, not reactive, in the face of a difficult situation

Developing resiliency in the face of adversity



UC Berkeley researchers found that **EQ is four times more powerful than IQ** in predicting who would **achieve success** in their field.

Fifty-nine percent of hiring managers said they **would not hire someone with a high IQ and low EQ**. (CareerBuilder)



Research by the numbers



Seventy-one percent said they **value emotional intelligence** in an employee **over IQ**, according to a CareerBuilder hiring manager survey.

One in three hiring managers reported placing **increased emphasis on EQ** in their hiring and promoting decisions. (CareerBuilder)



<http://press.careerbuilder.com/2011-08-18-Seventy-One-Percent-of-Employers-Say-They-Value-Emotional-Intelligence-Over-IQ-According-to-CareerBuilder-Survey>

9 ways to spot EQ leadership

A leader with a high EQ can:

- 1 Manage difficult situations successfully.
- 2 Express themselves openly.
- 3 Earn the respect of their team members.
- 4 Motivate a team to complete a task.
- 5 Influence their team members.
- 6 Easily ask for help from other team members.
- 7 Continue to work calmly even under pressure.
- 8 Lead themselves and others at a meeting.
- 9 Stay positive in difficult situations.

Leadership benefits

Emotional intelligence helps leaders to:

Develop a way to quickly build trust and rapport with people.



Empower teams to communicate efficiently, trust each other, brainstorm freely, and respond positively.

Inspire, influence, and guide people.



Connect with people emotionally. This makes challenging conversations much easier to have.



Expand your capacity to handle change while helping others to navigate change as well.

EQ is good business

- STAY -

Employers who offer EQ training see a **63% reduction** in turnover.

- ENGAGE -

Employees with higher EQ experience a **higher level of company engagement**.

- PERFORM -

Managers with high EQ **perform better** than their lower EQ counterparts.



<https://www.6seconds.org/2019/02/13/amadori-case-engagement-emotional-intelligence/>