EQ Leadership

Enhanced leadership through emotional intelligence (EQ)

saif Work. Life. Oregon.

Self-awareness
Being able to recognize your own emotions, triggers to emotions, and how your emotions can impact others

Self-regulation
Being able to control your emotions and moods so they don't lead to negative consequences

Motivation
Intrinsic motivation, or a natural optimism and desire to achieve not related to external rewards

Empathy
Seeing the world through others' eyes, it is also the ability to recognize, understand, and experience others' feelings

Social skills
Being able to find common ground and build rapport with others through positive interactions and building networks

EQ defined

Recognize your emotions, control them, and express them appropriately. Manage interpersonal relationships and empathize with others.

—Daniel Goldman

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

Research by the numbers

90

90% of top performers **have high levels of emotional intelligence** and only 20% of low performers do. **(TalentSmart)**

Emotional intelligence is **one of the top ten skills needed to succeed** in the future workforce. **(World Economic Forum Future of Jobs Report 2025)**

Top 10

71

71% said they **value emotional intelligence** in an employee **over IQ**, according to a CareerBuilder hiring manager survey.

58% of **job performance is connected with EQ**, impacting the ability to succeed. **(TalentSmart)**

58

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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.

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