Emotional Intelligence:
An Essential Skill that May Not Appear on Your Resume’

Career Prospectors
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30” elevator speeches
What is EQ?

• The thing that will set you apart in your job search, and in your work
• Technical skills and IQ will get you in the door for an interview; EQ will get you the job
## EQ – An overview

<table>
<thead>
<tr>
<th>Personal Competence</th>
<th>Self awareness</th>
<th>Self management (including Self Motivation)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Social Competence</td>
<td>Social awareness</td>
<td>Relationship Management</td>
</tr>
</tbody>
</table>
Self Awareness

• The ability to recognize the emotions you are experiencing

• Serves as the foundation for all other EI competencies
Self Management

• The ability to take action or to refrain from taking action

• Understanding how to use your awareness of emotions in order to make positive choices

• Includes the key competency of Self-Motivation, essential in the search for a job
Social Awareness

• The ability to accurately recognize and understand others’ emotions

• Serves as a foundation for managing relationships
Relationship Management

• The ability to use all your other EI skills in order to create quality interactions with others and sustain strong relationships

• Enables clear communication and constructive conflict
Why EQ?

- EQ is the only quality we possess that is flexible and able to change
- EQ allows people to purposefully act on their thoughts and feelings to enable stronger relationships and results
- “75% of careers are derailed for reasons related to emotional competencies, including inability to handle interpersonal problems; unsatisfactory team leadership during times of difficulty; inability to adapt to change or elicit trust.”**

* The Emotional Intelligence Quick Book: Everything you need to know to put your EQ to work, by Travis Bradberry and Jean Greaves
**The Center for Creative Leadership, 1994
Reflection...a powerful tool to create self awareness

• What emotions do you notice before, after, and during your 30” elevator speech?

• Each emotion has a gift and a shadow----your goal is to maximize the positive value of your emotions by choosing the one(s) that serve you best in a specific situation---e.g., the gift of anger is its energy if you channel it; the shadow of anger is its potential for destructive conflict
References
