

*Linking Emotional Intelligence
To Effective Leadership*

Presented by:

Vermont School Boards Association

Excerpts from:

***Working with
Emotional Intelligence***

written by:

Dr. Daniel Goleman

What's On The Horizon

- Information Doubling Every Year
 - 2010 - predicted to double every 37 days
- More tech. in car than Apollo 11 on moon
- 2013 - select child DNA characteristics
- 2020 – develop intimate relations w/ bots

Workplace Dynamics

- Workers in Mid-80s
 - Knew 85% of knowledge to do job
- Late 90s
 - Only knew 15-20% of knowledge to do job
- Working in teams
 - Team collectively accumulates 85% of knowledge and skill base to complete work

IQ vs. EQ

- EQ
 - Not fixed
 - Can be improved throughout life
- IQ
 - Established by mid-teens
 - Can't increase
 - Predicts only 10% – 20% of life success

Stages of Emotional Intelligence

- Self Awareness
 - Pay attention to intuition
 - Feelings and thoughts are connected
 - Able to pick your battles

Stages of Emotional Intelligence

- Managing Emotions
 - Control impulses
 - Patience is a virtue
 - Stress causes strange responses

Stages of Emotional Intelligence

- Motivation
 - Optimistic
 - Outlook on life
 - Learned behavior

Stages of Emotional Intelligence

- Empathy
 - Understand feelings of others
 - Read non-verbal cues
 - Basis for caring
 - Displayed early in childhood

Stages of Emotional Intelligence

- Social Skills & Relationships
 - All reactions interrelated
 - Part of other's emotional tool kit
 - Emotions connected to immunity system
 - Exercise important
 - If can't change situation – then react differently

Impact on the Next Generation

- Children Losing Emotional Intelligence
 - More angry
 - Less stable
 - Need to learn emotional literacy
 - Coping abilities mastered early in life
 - Parents main emotional tutor
 - Begin to commit violence

Business Research

- Data from 200 companies
 - High EQ major factor in star performers
 - 3 main categories
 - IQ
 - Technical expertise
 - Teamwork & collaboration
 - EQ counts twice IQ & technical expertise
 - Successful CEO's listen to gut & use data

Importance of Soft Work Skills

- Work in teams
- Collaborate
- Problem solve
- Network
- Communication

Organizational Effectiveness

- Training & development focus on:
 - Team building
 - Expanding knowledge-base
 - Group problem solving
 - Utilize technology
 - Increase EQ of all employees