



WHAT IS EMOTIONAL INTELLIGENCE?

CAREER & PROFESSIONAL DEVELOPMENT TEAM



Michelle Ponce
Director



Ro Lee
Associate Director



Rebecca Grim
Peer Career
Consultant



Chris Varano
Peer Career
Consultant



Kaajal Sheth
Social Media &
Communications Specialist



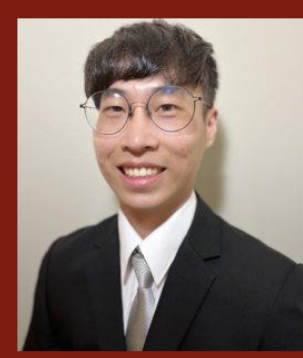
Ciara Hernandez
Campus & Industry
Partnership Specialist



Vaishnavi Mansabdar
Campus & Industry
Partnership Specialist



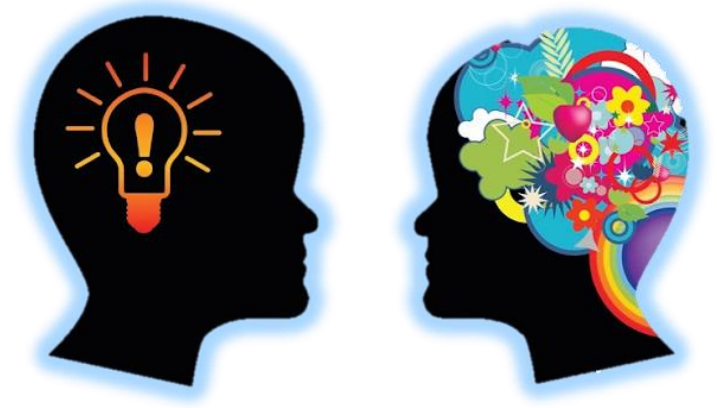
Kasturi Gavali
Data & Analytics
Specialist



Jason Sun
Data & Analytics
Specialist

REGULAR INTELLIGENCE

EMOTIONAL INTELLIGENCE



Regular intelligence

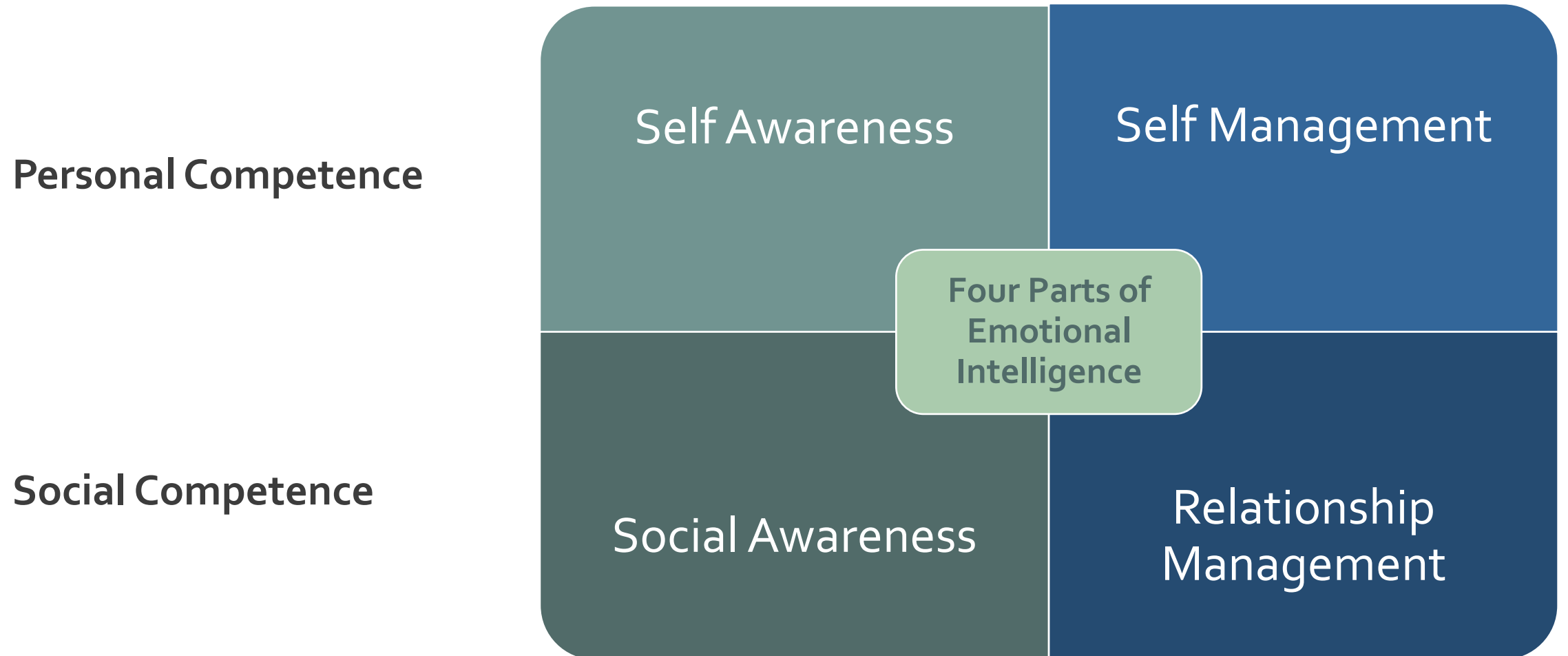
Is the ability to learn new concepts and apply your knowledge to problems.

Emotional Intelligence

The ability to manage both your own emotions and understand the emotions of people around you.

<http://tinyurl.com/SixSecondEQ>

FOUR PARTS OF EMOTIONAL INTELLIGENCE



EMOTIONAL INTELLIGENCE DOMAINS AND COMPETENCIES

Self-awareness	Self-management	Social awareness	Relationship management
Emotional self-awareness	Emotional self-control	Empathy	Influence
	Adaptability		Coach and mentor
	Achievement orientation		Conflict management
	Positive outlook	Organizational awareness	Teamwork
			Inspirational leadership



SELF-AWARENESS

Your ability to accurately understand **your** emotions and stay aware of them as they happen. Be aware of the effect of your actions, moods, and emotions on other people.

How does it effect your performance?

How do you respond to certain people?

How do you respond to specific situations?

Does it help your performance?

Does it hurt your performance?

SELF-AWARENESS ACTION


Accurately recognize your emotions as they happen

Understand your general tendencies for responding to different people and situations

Practice watching your emotions diligently

Track your tendencies in different emotional situations

SELF-AWARENESS | STEP 1




Observe what you are feeling and doing as the situation unfolds.

Don't wait until things go so far that your emotions make it hard for you to think about them objectively.

Don't wait until the feeling goes away. You need to recognize your emotions in the moment to learn about them.


SELF-AWARENESS STEP 2



Monitor the thoughts
and physical signs that
accompany a
particular feeling.

What thoughts
and sensations
accompany those
feelings?

SELF-AWARENESS STEP 3

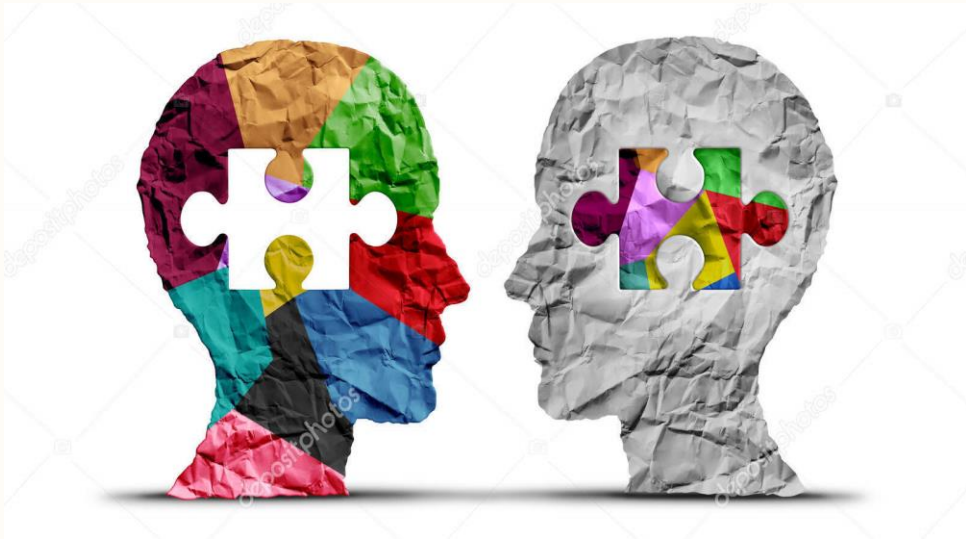


These responses to people and situations may be positive or negative.

Try to discover why you react the way you do.

SOCIAL-AWARENESS

Your ability to accurately sense emotions in others and understand what is really going on.



This often means understanding what other people are thinking and feeling, even if you don't feel the same way.

CAN YOU THINK OF SITUATION
WHERE YOU TEND TO IGNORE
WHAT YOU ARE FEELING?



WHAT IS IT ABOUT THE PERSON OR SITUATION THAT ELICITS YOUR RESPONSE?

☐ Do your thoughts race?

☐ Does your mind go blank?

☐ Do you sweat?

☐ Does your heartbeat fast?

☐ Does your throat get tight?

☐ Do you shake?

☐ Do you feel tense?

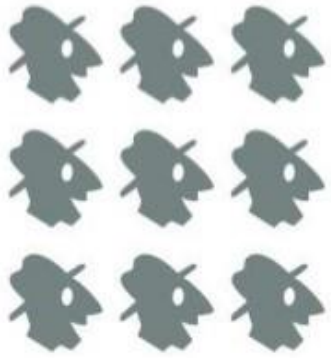
☐ Do you get tunnel vision?

☐ Fight or flight?

HOW DO WE USE EMOTIONAL INTELLIGENCE IN TEAMS?



Emotional Intelligence Statistic



90%

of top performers
have high EQ

EQ is responsible for

58%

of your job
performance



\$29,000

People with high EQ
make \$29,000 more
annually than their
low EQ counterparts

By Dr. Travis Bradberry

DO EMPLOYERS CARE ABOUT EMOTIONAL INTELLIGENCE?

EMOTIONAL INTELLIGENCE IS AN IMPORTANT FACTOR FOR HIRING AND MANAGING EMPLOYEES

71%

of employers say they
value EI over IQ in their
employees



59%

of employers would not
hire someone with a high
IQ but low EI

(Source: 2011 CareerBuilder Survey)

EMPLOYERS & EMOTIONALLY INTELLIGENT CANDIDATES

More effective in roles and thrive in workplace

Self-regulate and adjust to new situations and conflict

Understand relationships and have empathy

Listen well and are good communicators

Ability to navigate technological changes, work environment

IMPROVING YOUR EMOTIONAL INTELLIGENCE AT WORK

Tips	Application
Communicate clearly	Express opinions and needs in a direct way while still respecting others
Respond to conflict appropriately	Stay calm during stressful conflict; avoid outbursts and making impulsive decisions
Utilize active listening skills	Listen for clarity and pay attention to non-verbal details.
Practice self-awareness	Be self-aware of emotions and how they affect others.
Take criticism well	Avoid getting offended or defensive, rather take time to understand the source of critique.
Empathize	Relate to others on a basic human level.
Be approachable and sociable	Smile and present a positive presence. Utilizing interpersonal skills to communicate (verbal or nonverbal) and create relationships.

EMOTIONAL INTELLIGENCE AND CAREER ENHANCEMENT

Self-Awareness:

Address issues in a non-reactive way to work more productively

Self-Management:

Avoid being taken over by negative emotions to avoid mistakes

Motivation:

Strive for continuous progress and ask for feedback

Empathy:

Create team harmony and understand others' opinions & feelings

Relationship Management: Inspire team to reach higher levels of performance and productivity

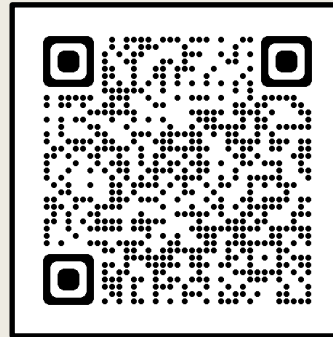
PROGRAM AND EVENTS

**Harnessing Your Emotional
Intelligence in Your Career**

Interviewing Bootcamp

Conversations About the Future

Negotiating Your Offer Letter



Elevator Pitch & Branding

**Establishing Your Personal
Career Board of Directors**

The Walt Disney Company

Collaboration with
PIHRA CGU

Diversity Statement Webinar

Collaboration with
Preparing Future Faculty