

# WHAT'S YOUR EQ?



**Emotional intelligence (EQ/EI) is the ability to understand and manage your emotions, as well as recognize and influence the emotions of those around you. (Landry, 2019)**



Many spaces center around intelligence and academics, however emotional intelligence (EQ) can be equally as powerful in many spaces. Having high EQ tells us that a person can navigate tough conversations, mend strained relationships, respond to a person's emotions with empathy, and actively listen. This in turn helps us know what we independently need to thrive and how to support those around us. This skill can be developed over time and serves as an pillar of strong leadership!



**Low EQ may result in** the inability to recognize, understand, and/or manage emotions, both your own and the emotions of those around you. This may lead to an inability to cultivate relationships or manage the ups and downs.

## How can we improve our EQ? Self-awareness

### 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	Organizational Awareness	Conflict Management
	Positive Outlook		Teamwork
			Inspirational Leadership

Practice identifying emotions and understand why they occur and how they impact you

### Self-management

Take a moment prior to reacting and responding. Practice emotional regulation by engaging in techniques like pausing, breathing & collecting yourself prior to responding or judging

### Social awareness

Take a pause in conversations to "read the room" or recognize the emotions of those around you. Doing this can help you react in a way that fosters a positive team dynamic.

### Relationship management

You have the ability to influence, mentor, and coach others- this means that you can help resolve conflicts! Address any issues as they arise. Having those tough conversations helps you avoid fostered negativity or distrust.

There are many different assessments available to test your EQ. No matter your EQ, we can all use the skills to not only build our EQs but foster productive environments that help us thrive in our many different roles.

