



Emotionally Intelligent Leadership

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What is Emotionally Intelligent Leadership?

- *Emotionally Intelligent Leadership* combines the concepts of emotional intelligence and leadership into one model
- Emphasizes that leadership is a learnable skill based on healthy relationships
- 3 Facets
 - Consciousness of Self
 - Consciousness of Others
 - Consciousness of Context



Complete the inventory



Consciousness of Self



Consciousness of Self



- Based on understanding yourself, your goals, strengths, and identities, etc. in order to better understand your style as a leader and how to best work within a group of people
- Self Awareness if a priority
- “I think self awareness is probably the most important thing towards being a champion” – Billy Jean King, tennis player



Consciousness of Self: 8 capacities

- Emotional self-perception: identifying emotion and their influence on behavior
- Emotional self-control: consciously moderating emotions
- Authenticity: being transparent & trustworthy
- Healthy self-esteem: having a balanced sense of self
- Flexibility: being open and adaptive to change
- Initiative: taking action
- Achievement: striving for excellence



INSIDE
OUT 2

PART 60



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Consciousness of Others



Consciousness of Others



- Demonstrating emotionally intelligent leadership involved **awareness** of the abilities, emotions, and perceptions of others
- At its core, leadership is **relational**
- Consciousness of others is about being **intentional** in your work with others and **influencing** individuals and groups to create positive change

Consciousness of Others

- Empathy: understanding the emotions of others
- Building relationships: when we are in relationships with others, we are stronger, smarter, and more effective
- Building teams: facilitate good communication, create a shared purpose, clarify roles, and get results
- Managing conflict: understand conflict can take many forms and managing conflict is a crucial strength for any leader
- Capitalize on difference: know that difference is an asset and not a weakness when harnessed
- Platinum rule: treat others the way you want to be treated





+ **X**
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Consciousness of Context



Consciousness of Context



- **Consciousness of Context** is about paying attention to how environmental factors and internal group dynamics affect the process of leadership
- Demonstrating emotionally intelligent leadership involves awareness of the setting and situation

Context

- **Setting** – the environment, organization, group, time, place, etc.
- **Situation** – the occurrence, incident, discussion, decision, etc.
 - *Much more dynamic*
 - Consider individual personalities, values, beliefs
 - Think about systems of **power, privilege, positionality**, etc.

**Setting + Situation =
CONTEXT**



Consciousness of Context

- Analyzing yourself: understanding your own identities and your position in the world is important to developing your leadership skills (power, privilege, identity, etc.)
- Analyzing the group: learning to diagnose, interpret, and navigate your groups values is key
- Assessing the environment: interpreting external forces and trends for how those could affect your group
- Embracing uncertainty: sometimes things don't go as planned and you must remain creative, innovative, and flexible to deal with problems



Takeaways

- Emotionally intelligent leaders are skilled in:
 - Recognizing and responding to their own emotions
 - Understanding the emotions of their group members and acting with intentionality
 - Awareness of group dynamics and context
- Emotionally Intelligent Leadership is a learnable skill
 - Requires practice and open communication!

