

# Emotional Intelligence

There is a hidden secret that is essential to learn for building effective leadership skills; building productive teams, and creating great work environments with high morale.

It is... Emotional Intelligence (EQ)

EQ is the ability to understand, use, and manage your own emotions in positive ways to relieve stress, communicate effectively, empathize with others, overcome challenges and defuse conflict. Emotional intelligence helps you build stronger relationships, succeed at work and achieve your career and personal goals.

Imagine a workplace where you feel cared about, get feedback, and can express your ideas openly. I hope this is your current workplace, but if not, there is something YOU can do about it. I challenge you to grow your emotional intelligence skills within these four areas.

**Self-management.** Controlling impulsive feelings and behaviors and managing your emotions in healthy ways. This includes taking initiative, following through on commitments, and adapting to changing circumstances.

**Self-awareness.** Is recognizing your own emotions and how they affect your thoughts and behavior. It also includes knowing your own strengths and weaknesses and having self-confidence.

**Social awareness.** Includes empathy. Understanding the emotions, needs, and concerns of others and picking up on emotional cues in a group or organization.

**Relationship management.** The most complex of the categories and encompasses strategies from the other three in order to develop and maintain healthy relationships. It includes, developing and maintaining good relationships, communicating clearly, inspiring and influencing others. Including, working well in a team and managing conflict.

Learn more at: <https://www.helpguide.org/articles/mental-health/emotional-intelligence-eq.htm>