

From Insight to Action: Self Perception

An Application Guide to the new EQ-i^{2.0}

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With the EQ-i^{2.0} model, Reuven BarOn and MHS have identified sixteen elements of emotional well being that each contribute to our interpersonal success, effectiveness in coping with environmental demands and overall happiness. Whereas the IQ test quantifies cognitive intelligence, the EQ-i^{2.0} allows you to define your emotional intelligence—and even to compare yourself to a norm group—to give you some idea of how your approach and behaviors differ from others around you. Unlike IQ tests, however, in which high scores are good and low scores are undesired, the EQ-i^{2.0}'s results are a more subjective portrait that requires interpretation and context. The result is a deep dive into a model and vocabulary for self-awareness that reveals potential strengths and growth opportunities. Whereas IQ scores tend to be unchanging, EQ-i^{2.0} results not only can change, but should with development and skill building. That is where this application guide comes in.

The elements of the EQ-i^{2.0} model are batched into five composites—each of which focuses on a particular aspect of your behavior and emotional well being. This guide—taken from the EQ Workbook, by Hile Rutledge--seeks to move beyond the insight of EQ to the question of application—to move from insight to action.

This article, as a sample, focuses only on the three elements within the Self-Perception Composite: Self-Regard, Self-Actualization, and Emotional Self-Awareness.

Self-Regard

Self-Regard refers to the ability and the tendency for you--in full light of both your positive and negative qualities—to both like and have confidence in yourself.

If you decide that increasing the intensity or frequency of your positive Self-Regard would benefit you, consider the following actions or experiments with deliberateness and repetition to develop muscle memory on this element of EQ.

Potential Activities to boost Self-Regard
<input type="checkbox"/> Decorate your physical space with artifacts and symbols of past success and evidence of your skill and personal power: <ul style="list-style-type: none">• Diplomas or Certificates• Trophies and awards• Photos of friends, family and/or events that remind you of your successes• Books about topics you know a lot about
<input type="checkbox"/> In moments of doubt and uncertainty, talk with people who know support and affirm your strengths—believe them when they remind you of your skill, worth and value.

- Think of where and when you are at your best and most powerful—at work, at the gym, in conversation, in helping others, in the kitchen, with a tool in your hand, in your own head solving a problem. Remember that you are this person—this masterful, in control person—even if you are feeling less than that now.

Self-Actualization

Self-Actualization refers your desire and tendency to grow, to stretch and to strive--to see your potential, set meaningful goals and work toward your betterment and fulfillment.

If you decide that increasing your Self-Actualization would benefit you, the following actions or experiments can help you develop muscle memory with this element of EQ.

Potential Activities to boost Self-Actualization

- Set some reasonably attainable goals, and drive toward them—avoiding the trap of setting the bar at an unattainable height that will keep you from experiencing any positive momentum toward Self-Actualization. You may want to get a promotion that earns more money, never be derailed by conflict or lose 50 pounds, but better goals to slowly solidify movement and enable celebration of positive momentum would be:
- Finish your component of the project on-time and under budget
 - Address a point of contention with an important colleague
 - Cut out sugary sodas and walk around the block four times this week

Any movement toward development and self-improvement activates your Self-Actualization.

- Engage with this EQ process to develop an action plan, commit to at least two actions you will take to improve your EQ skills and share with at least one other person your insights and developmental goals.

- Make a list of your accomplishments-- personal, professional and relational. Be sure not to exclude friendships started and nurtured, family ties maintained, personal bodies of knowledge or interest you've cultivated, jobs or promotions won—leave no corner of your life unexplored.

Emotional Self-Awareness

Emotional Self-Awareness refers to the degree to which you are in touch with your feelings and emotions, are able to distinguish one emotion from another and understand why that emotion has resulted.

The following actions or experiments are offered as suggestions to help you--with deliberateness and repetition--develop more easy and routine use of your Emotional Self-Awareness.

Potential Activities to boost Emotional Self-Awareness

- Become curious about your mood and feelings. Make a mental note with yourself at regular intervals (put it on your calendar to do so periodically throughout a meeting or the day) to objectively survey your emotional state. You are less likely to ignore what you task yourself to pay attention to.

If writing appeals to you, keep a journal or log of quick entries that note your emotional states with the goal of seeing how one segues into another, forming natural emotional chords or strings. You can then tie or attribute these chords to specific events and interactions.

- Explore your personality and personal style with a neutral to positive personal style assessment like the Myers-Briggs Type Indicator (MBTI), Strength Deployment Inventory (SDI), or Pearson Marr Archetype Indicator (PMAI). Knowing your cognitive preferences, attitudes and behavioral tendencies is a great and needed step toward Emotional Self-Awareness.

- To get practice, reflect upon people you know and characters you come across in books, movies and on TV. Hypothesize what you believe they are feeling at given times. Think about what you would be feeling if you were in the same situation.

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