

EQ Element Cards – Exercise 1

EQ Team Atmosphere

To enable groups/teams to produce an EQ Portrait of the team

1. Break team into sub-groups/sub-teams
2. Have each sub-group sort the EQ Element Card deck into three categories
 - a. Top five (the five elements most important to the effective functioning of the team)
 - b. Middle five
 - c. Bottom five (the five elements least important to the effective functioning of the team)
3. Once each sub-group has three groups of five elements each, have them rank-order the top and bottom five
4. Have each sub-group share the top five and bottom five, recording these on a flip chart page
5. Where the separate sub-groups agree on the top and bottom five elements are the elements that are actively embraced/expected or ignored/rejected by the team
6. Team members can then reflect/discuss their own EQ-i results, including their EQ strengths that will be a good fit for the team and their weak EQ Elements that will prove challenging for the team

EQ Element Cards – Exercise 2

EQ Element Practice

To practice using EQ Elements effectively

1. Assemble participants in sub-groups of 8 members or fewer
2. Instruct each participant within each group to draw a card from the EQ Element Card deck (he/she looks at the card but does not share it with the group)
3. Each participant will exhibit the EQ element he/she drew in a strong, developed, effective way
4. The sub-groups are going to be given a task to engage with or a problem to solve. Participants are given five minutes to prepare the approach they are taking with the EQ element each is going to practice.
5. Give the sub-groups a timed assignment/task/problem (trainer's choice).
6. When the time-limit has been reached, tell the sub-groups to stop working.
7. Have the group members take turns sharing the EQ Element he/she was practicing—along with what behaviors he/she engaged in to show/practice the EQ Element

EQ Element Cards – Exercise 3

EQ Group Derailers

To have participants experience the impact extreme EQ elements have on teamwork

1. Assemble participants in sub-groups of 8 members or fewer
2. Instruct each participant within each group to draw a card from the EQ Element Card deck (he/she looks at the card but does not share it with the group)
3. Each participant will exhibit the EQ element he/she drew in the extreme (unbalanced, over-pronounced and over-done).
4. The sub-groups are going to be given a task to engage with or a problem to solve. Participants are given five minutes to prepare the approach they are taking with the EQ element each is over-doing.
5. Give the sub-groups a timed assignment/task/problem (trainer's choice).
6. When the time-limit has been reached, tell the sub-groups to stop working.
7. Have the group members guess what EQ element was overdone, then the group discusses the impact on group functioning of that EQ element showing up in the extreme

EQ Element Cards -- Exercise 4

EQ Organization Culture

To enable participants to produce an EQ Portrait of the organization

1. Break participating group or leadership team into sub-groups/sub-teams
2. Have each sub-group sort the EQ Element Card deck into three categories
 - a. Top five (the five elements most important to the effective functioning of the overall organization and culture)
 - b. Middle five
 - c. Bottom five (the five elements least important to the effective functioning of the overall organization and culture)
3. Once each sub-group has three groups of five elements each, have them rank-order the top and bottom five
4. Have each sub-group share the top five and bottom five, recording these on a flip chart page
5. Where the separate sub-groups agree on the top and bottom five elements are the elements that are actively embraced/expected or ignored/rejected by the organization
6. Participants can then reflect/discuss their own EQ-i results, including their EQ strengths that will be a good fit for the organization and their weak EQ Elements that will prove challenging for the individual when engaging the culture

EQ Element Cards – Exercise 5

EQ Job Description

To apply EQ-i model to a role or job description

1. Have someone who has taken and gotten feedback on his/her EQ-i Report sort the EQ Element Card deck into three categories
 - a. Top five (the five elements most important to the job/career being considered/researched)
 - b. Middle five
 - c. Bottom five (the five elements least important to the job/career being considered/researched)
2. Once he/she has three groups of five elements each, have him/her rank-order the top and bottom five
3. Participant reflects/discusses his/her own EQ-i results, including their EQ strengths that will be a good fit for the job and the needed/expected EQ elements that would be a challenge

EQ Element Cards – Exercise 6

EQ Teaser Presentation

To get a potential client or client group interested in the EQ-i

1. After a brief introduction to the EQ-i tool (what it is and is NOT), break participating group into sub-groups
2. Have each sub-group sort the EQ Element Card deck into three categories
 - a. Top five (the five elements most important to the effective functioning of the team or organization)
 - b. Middle five
 - c. Bottom five (the five elements least important to the effective functioning of the team or organization)
3. Once each sub-group has three groups of five elements each, have them rank-order the top and bottom five
4. Have each sub-group share the top five and bottom five, recording these on a flip chart page
5. Where the separate sub-groups agree on the top and bottom five elements are the elements that are actively embraced/expected or ignored/rejected by the team or organization
6. Group participants are then invited to take and further study the EQ-i