# Mixing Your EQ Cocktail: Balance, Blends, & Behavioral Change

HILE RUTLEDGE



## Agenda

- EQ Overview
- Group Discussions
- Emotional Intelligence Tensions
- EQ Cocktails
- Questions & Answers/Wrap-up

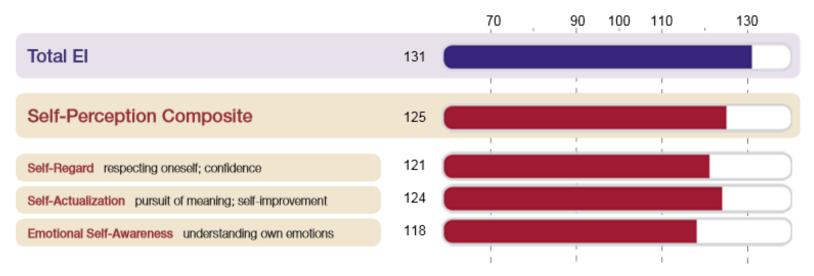
## **Emotional Intelligence**

- A collection of components comprising our emotional and social functioning and general psychological well-being
- MHS's EQ-i<sup>2.0</sup> model—the world's most popular—is composed of 16 elements
- Relates to potential for performance—not performance itself
- Is comprised of elements that can change and be altered

## EQ-i<sup>2.0</sup> Model



## EQ-i<sup>2.0</sup> Report Form

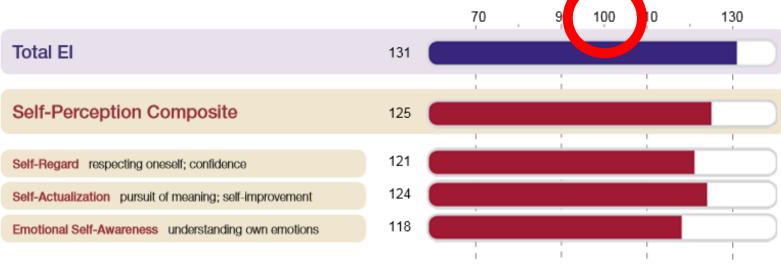


#### **EQ-i Report Close-up**

Total El	131	70	. 90	100 110	, 130
Iotal El	131				
Self-Perception Composite	125				
Sall-Regard respecting oneself; confidence	121		:	1	-
Self-Actualization pursuit of meaning; self-improvement	124				
Emotional Solf-Awaroness understanding own emotions	118				
Enclosed and Awardiness and Standing own encloses			:	;	1
Self-Expression Composite	129				
Emotional Expression constructive expression of emotions	129	_			- i - i - i - i - i - i - i - i - i - i
Ameriyanam communicating kolings, beliefs; non-offensise	119	_			
Independence self-directed; free from emotional dependency	119				
		-	1	i	1
Interpersonal Composite	127				
Interpersonal Rolationships mutually satisfying relationships	122				<b>_</b>
Empathy understanding, appreciating how others feel	123				- · · · · · · · · · · · · · · · · · · ·
Social Rosponsibility social consciousness; helpful	126				
Decision Making Composite				1	-
	120	-			
Problem Solving find solutions when errotions are involved	113				
Reality Testing objective; see things as they really are	117				
Impulso Control resist or delay impulse to act	117				
Stress Management Composite	132	_			
oucus managament composito	122		:	:	1
Floaibility adapting emotions, thoughts and behaviors	131				
Stress Tolerance coping with stressful situations	128				
Optimism positive attitude and outlook on life	121	20	90	100 110	130

## EQ-i<sup>2.0</sup> Report Form

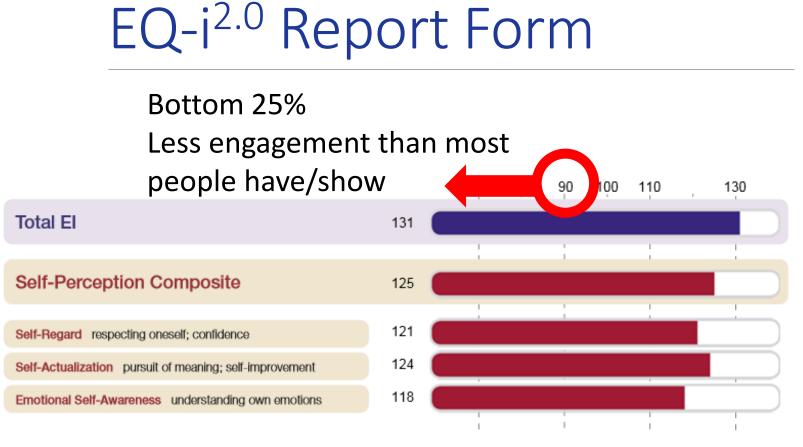
# Average/Mean level of engagement with this EQ element



#### **EQ-i Report Close-up**

		70	90 1	QD 110	130
Total El	131				
		1		1	1
Self-Perception Composite	125				
Sall-Regard respecting oneself; confidence	121				
Self-Actualization pursuit of meaning; self-improvement	124				
Emotional Solf-Awareness understanding own emotions	118				
Self-Expression Composite	129		-		-
Self-Expression Composite	143				
Emotional Expression constructive expression of emotions	129				
Amertivenens communicating loolings, beliefs; non-offensive	119				
ndependence self-directed; free from emotional dependency	119				
Interpersonal Composite	127				
	122				-
Interpersonal Relationships mutually satisfying relationships	123				
Social Responsibility social consciousness; helpful	126				
		1	1	1	1
Decision Making Composite	120				
Problem Solving find solutions when emotions are involved	113				
Reality Testing objective; see things as they really are	117				- · · · · · · · · · · · · · · · · · · ·
impulse Control resist or delay impulse to act	117	i i i			- ` ` `
<b>N N N N</b>				:	-
Stress Management Composite	132				
Resibility adapting emotions, thoughts and behaviors	131				
Stream Tolerance coping with streamful situations	128				
Optimism positive attitude and outlook on life	121	70	90 1	0 110	130

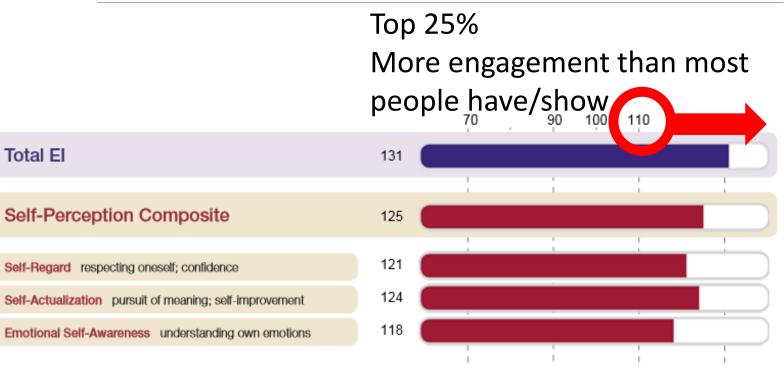
-



#### **EQ-i Report Close-up**

		70	. 90	100 110	130
Total El	131				
Self-Perception Composite	125	_	i		
	121	_	:	1	
Sull-Regard respecting oneself; confidence	124	_			
Self-Actualization pursuit of meaning; self-improvement Emotional Self-Awaroness understanding own emotions	118				
Emotional Self-Awareness understanding own emotions		1		:	1
Self-Expression Composite	129				
Emotional Expression constructive expression of emotions	129			i	
Amertiveness communicating loolings, beliefs; non-offensive	119				
ndependence - self-directed; free from emotional dependency	119				
Interpersonal Composite	127	_	1	1	-
	127	-			
Interpersonal Relationships mutually satisfying relationships	122	<u> </u>			
Empathy understanding, appreciating how others feel	123	<u> </u>			
Social Rosponsibility social consciousness; helpful	126				
Decision Making Composite	120				
Problem Solving find solutions when emotions are involved	113	-			
Reality Testing objective; see things as they really are Impulse Control resist or delay impulse to act	117	_			
inglando control resist of designinglance to acc				:	
Stress Management Composite	132				
Realbility adapting emotions, thoughts and behaviors	131			:	
Stress Tolerance coping with stressful situations	128				
Optimism positive attitude and outlook on life	121				

# EQ-i<sup>2.0</sup> Report Form



#### **EQ-i Report Close-up**

T   Pl		70	90	100 110	, 130
Total El	131	_		1	
Self-Perception Composite	125				
Sall-Regard respecting oneself; confidence	121		:		
Self-Actualization pursuit of meaning; self-improvement	124				
Emotional Self-Awareness understanding own emotions	118				
Self-Expression Composite	129	_		1	· ·
our-Expression composite	125		- i -	i	
Emotional Expression constructive expression of emotions	129	<u> </u>			
Assertiveness. communicating feelings, beliefs; non-offensive	119	_			
Independence self-directed; free from emotional dependency	119				
Interpersonal Composite	127				
Interpersonal Relationships mutually sorielying relationships	122	- i-			-
Empathy understanding, appreciating how others feel	123				
Social Rosponsibility social consciousness; helpful	126				
Decision Making Composite				1	
	120	-			
Problem Solving find solutions when emotions are involved	113				
Reality Testing objective; see things as they really are	117	<u> </u>			
Impulse Control sesist or delay impulse to act	117				
Stress Management Composite	132				
Realbility adapting emotions, thoughts and behaviors	131	contract in the second	:	1	
Stress Tolerance coping with stressful situations	128				
Optimism positive attitude and outlook on life	121				
		70 Low R		100 110 d Range H	130 Igh Range

your ability to put your needs, thoughts and opinions out into the world—even when doing so invites opposition or conflict or causes you to take a stand

your ability and tendency to be selfdirected in your thinking, feeling and actions—to go it alone when needed

your ability and tendency to give and receive trust and compassion and to establish and maintain mutually satisfying personal relationships

your ability or willingness to delay an initial temptation to do or say something—to filter action or expression as appropriate

#### Group Discussions

What does the over-use of the EQ element assigned to your group look/sound like?

your ability and tendency to be selfdirected in your thinking, feeling and actions—to go it alone when needed

**Low** Independence results in feedback that you:

- opinions or feelings
- Are easily led—frequently following the crowd
- Emotionally cling to others' ideas,
   Lack intellectual depth—weak minded
  - Come to decisions slowly on your own, indecisive
  - Seem uninformed

**High** Independence results in feedback that you:

> Are effectively autonomous and self-assured

#### When Independence is **too active** or over-done:

- Emotionally withholding
- Detached and isolated
- Counter-dependent
- Un-collaborative

your ability and tendency to give and receive trust and compassion and to establish and maintain mutually satisfying personal relationships

**Low** Interpersonal Relationship results in feedback that you:

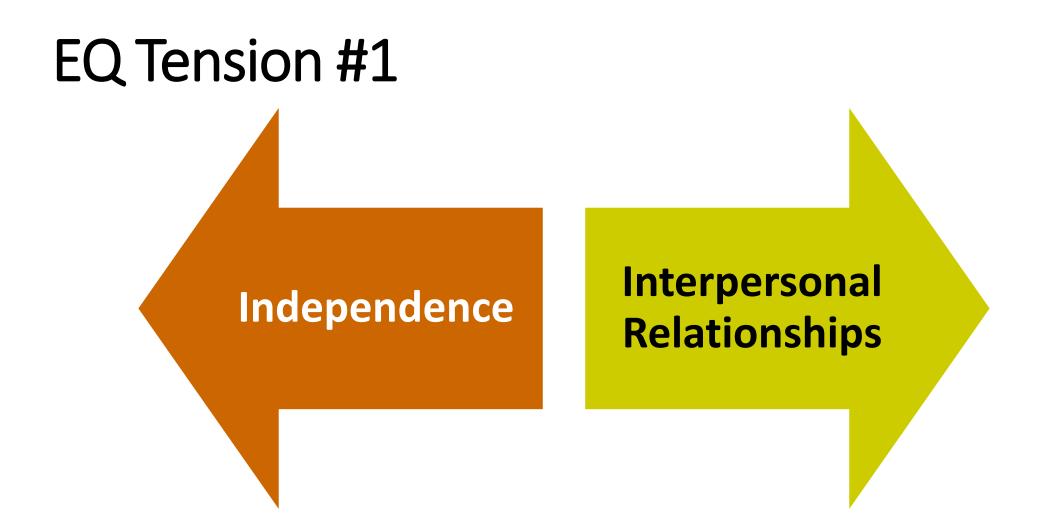
- Withdraw from relationships and social contact
- •Seem unfriendly

- Prefer to go your own way and seem a bit of a loner
- Are cold and hard to get to know

High Interpersonal Relationship results in feedback that you: > Build and nurture close relationships well

When Interpersonal Relationship is too active or over-done:

- Inappropriately familiar or intimate
- Too free or disclosing with personal data
- Co-dependent
- Unable or unwilling to be alone



The autonomous focus and self-oriented aspect of Independence is balanced by the relational, other-oriented concern of Interpersonal Relationships.

your ability to put your needs, thoughts and opinions out into the world—even when doing so invites opposition or conflict or causes you to take a stand

**Low** Assertiveness results in feedback that you:

- Seem bashful, shy or softspoken
- Withhold important information or opinions

- Appear uncommitted to a cause or issue
- Come across as weak—as a pushover or a doormat
- Lack substance

High Assertiveness results in feedback that you:
➢ Speak your mind and stand up for yourself

When Assertiveness is too active or over-done:

- Aggressive
- Abusive or militant
- Bossy and unwilling to compromise
- Self-centered (commanding the spotlight)

your ability or willingness to delay an initial temptation to do or say something—to filter action or expression as appropriate

**Low** Impulse Control results in feedback that you:

- Are rash and impetuous
- Have little self-control

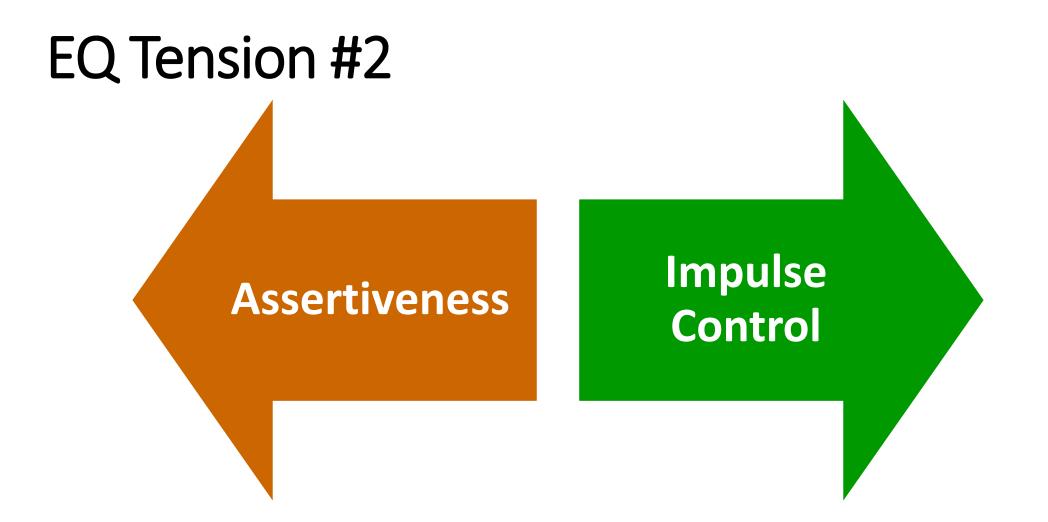
- •Seem impatient
- Start talking and then tend not to stop

High Impulse Control results in feedback that you:
➢ Resist or delay impulses & temptations to act

#### When Impulse Control is too active or over-done:

#### Repressed

- •Verbally or emotionally stifled or constrained
- •Unable or unwilling to be spontaneous
- Inhibited



The outwardly-focused, expressive quality of Assertiveness is balanced by the internality and containment of Impulse Control.

## **Good Soldier Cocktail**



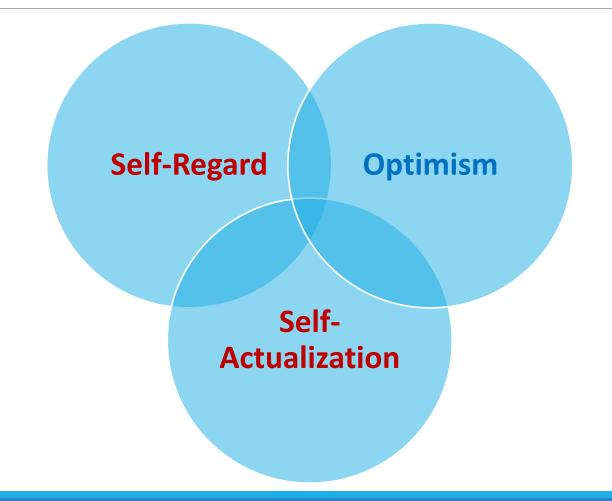
When your Assertiveness outpaces or overshadows your Independence, you argue and/or push for ideas or principles that are not yours or in which you may not believe, which can make you look like good soldier or a gun for hire.

## **Passive Aggression Cocktail**



When your Independence outpaces or overshadows your Assertiveness, others may perceive that you have ideas, values or opinions that do not get voiced or argued—which can look and sound covert and/or passive-aggressive

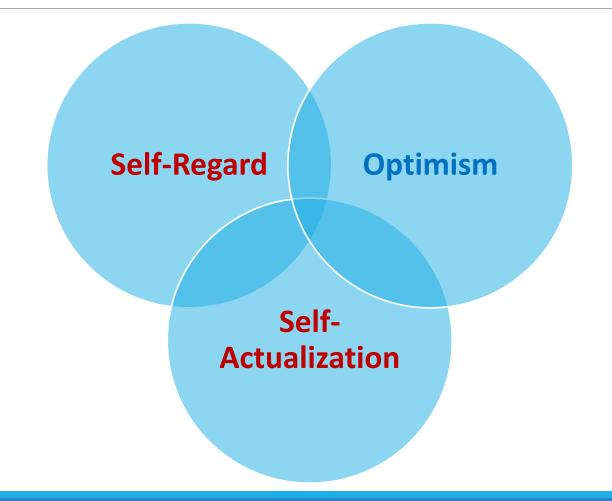
### EQ's Power Cocktail—the Big 3



## Self-Regard

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

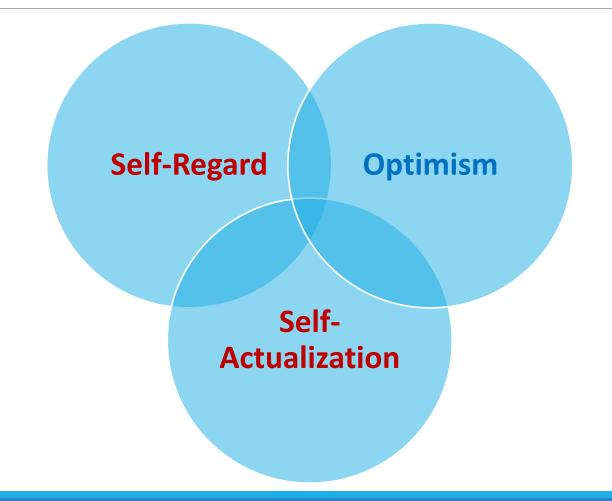
### EQ's Power Cocktail—the Big 3



## **Self-Actualization**

your ability and tendency to grow and strive—to see potential, set meaningful goals and work toward your betterment and fulfillment

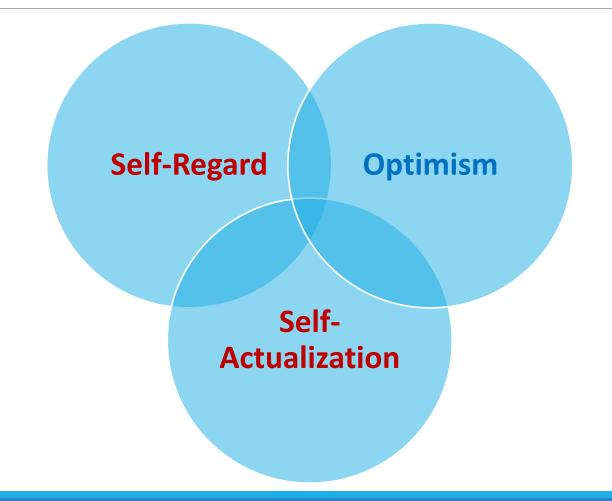
### EQ's Power Cocktail—the Big 3



## Optimism

your ability and tendency to look at the brighter side of life and to maintain a positive attitude even in the face of adversity—Optimism gives you hope and enables you to see the future as a positive, inviting place

### EQ's Power Cocktail—the Big 3



## Summary

- "High scores are good, and low scores are bad" this is an ineffective way to use EQ
- The relationship between the EQ-i's elements and their relative intensity is more telling
- Balance and creative tension between complimentary behaviors should be the EQ goal

What questions do you have?



### Next Steps

- Your materials contain four Summary/Reflection Questions designed to help you relate this session's information to your life and career.
- If you have not taken the EQ-i yourself, consider reaching out to OKA or another certified provider to experience this tool for yourself.
- If you train or coach using Emotional Intelligence or the EQ-i, consider the tensions between the elements covered in this session to deepen your approach to EQ.
- If you are not already EQ-i certified, consider attending one of OKA's in-person or on-line programs.

## Save 10% on Leading Talent **Development Certifications**













