**EQ Element Practice**

# **Objectives**

* To target EQ elements to improve
* To practice new EQ behavior(s) in a group setting
* To give and receive feedback from peers on EQ behavioral experiments

# **Trainer Instructions**

* Assemble participants in sub-groups of 8 members or fewer
* Instruct participants to identify privately one EQ element that they will actively work to sharpen and bring into a group task. The exercise works best when the element chosen is one the individual struggles with or over which the individual does not have ready control. (The participants to do not reveal the element on which they have decided to focus.)
* 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 has chosen to focus on. They can merely reflect upon this strategy or refer back to their materials for information or guidance.
* Give the sub-groups a timed assignment/task/problem (trainer’s choice).
* When the time-limit has been reached, tell the sub-groups to stop working.

# **Debriefing Instructions**

* Quickly have the group share out the solution or output of their group work to get that content out of the way.
* Ask the group members to take turns sharing with their teammates the EQ element each had selected, what behaviors they engaged in to practice/activate that element and how successful each thought he/she was in the attempt to practice the new behavior.
* Instruct sub-group team members to offer feedback to their colleagues as to what behaviors they saw/experienced them engaging in. Were there opportunities missed to practice the chosen EQ element more often or more effectively?

# **Category**

*EQ Development* **Exercise Stage** *Basics*

# **Number of Participants**

*Minimum: 4 participants*

*Maximum 8 participants (Large groups could be broken into sub-groups of 8 or fewer participants per group)*

# **Time Required**

*Minimum: 30 minutes*

*Maximum: 60 minutes*

# **Materials Needed**

* *EQ Workbook, EQ-i Report Form, or some other EQ information* (All Optional)