

EITC



Emotional Intelligence & Leader Performance Webinar: Insight

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The **Emotional Intelligence**
Training Company Inc.
Know. Engage. Lead.



with David Cory, M.A.
Leadership Development Consultant
david@eittrainingcompany.com
[@davidrcory](https://twitter.com/davidrcory)





Agenda

1. What is Insight and how it is a 'leadership dimension?'
2. Why does it matter?
3. EQ Competencies correlated with Insight
4. Summary
5. Q&A





EQ-i^{2.0}
 assess. predict. perform.

Welcome to a new way of examining your emotional intelligence (EI) skills! You will find this report has many unique features linking EI and leadership development. These features provide you with a snapshot of how your EI compares to that of other leaders and insight into your leadership strengths and potential areas for development. This report examines your results on the EQ-i 2.0 through four key dimensions of leadership:

Authenticity	Coaching	Insight	Innovation
<p>An authentic leader serves as a role model for moral and fair behavior. A transparent approach commands esteem and confidence from employees.</p>	<p>A leader who co effectively is see mentor who sup employee growth Employees are n towards achievir their highest level performance.</p>	<p>A leader provides insight by sharing a purpose and hopeful vision for colleagues to follow. Employees are compelled and inspired to exceed goals.</p>	<p>An innovative leader focuses on taking risks, spurring colleagues' ingenuity and autonomous thought. Knowledge is valued and challenges are viewed as learning opportunities.</p>



Insight



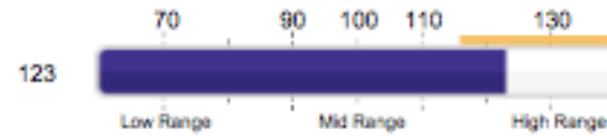
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Overview Total EI



Name: Ms. Sample



Self-Perception Composite

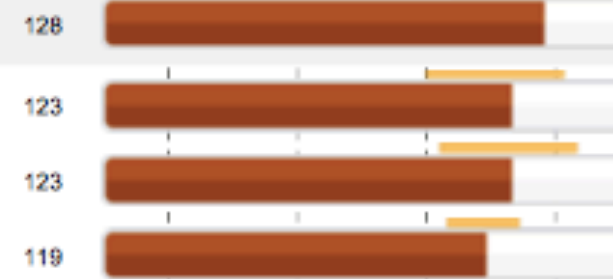


Self-Regard
Respecting oneself; Confidence

Self-Actualization
Pursuit of meaning; Self-improvement

Emotional Self-Awareness
Understanding own emotions

Self-Expression Composite

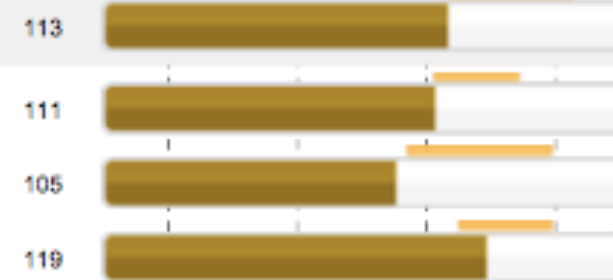


Emotional Expression
Constructive expression of emotions

Assertiveness
Communicating feelings, beliefs; Non-offensive

Independence
Self-directed; Free from emotional dependency

Interpersonal Composite

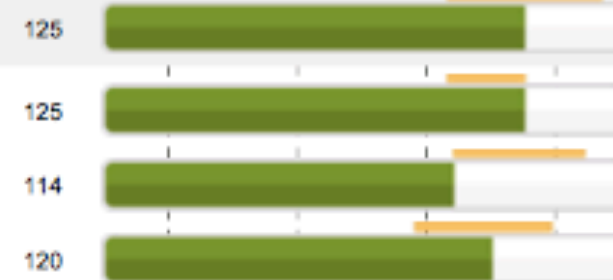


Interpersonal Relationships
Mutually satisfying relationships

Empathy
Understanding, appreciating how others feel

Social Responsibility
Social consciousness; Helpful

Decision Making Composite

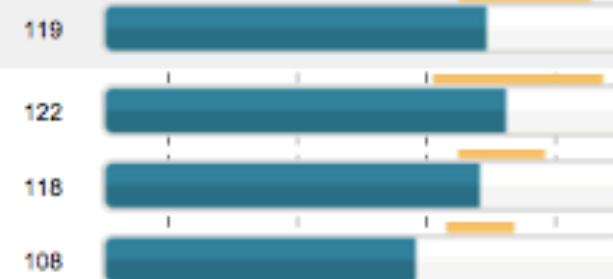


Problem Solving
Find solutions when emotions are involved

Reality Testing
Objective; See things as they really are

Impulse Control
Resist or delay impulse to act

Stress Management Composite



Flexibility
Adapting emotions, thoughts and behaviors

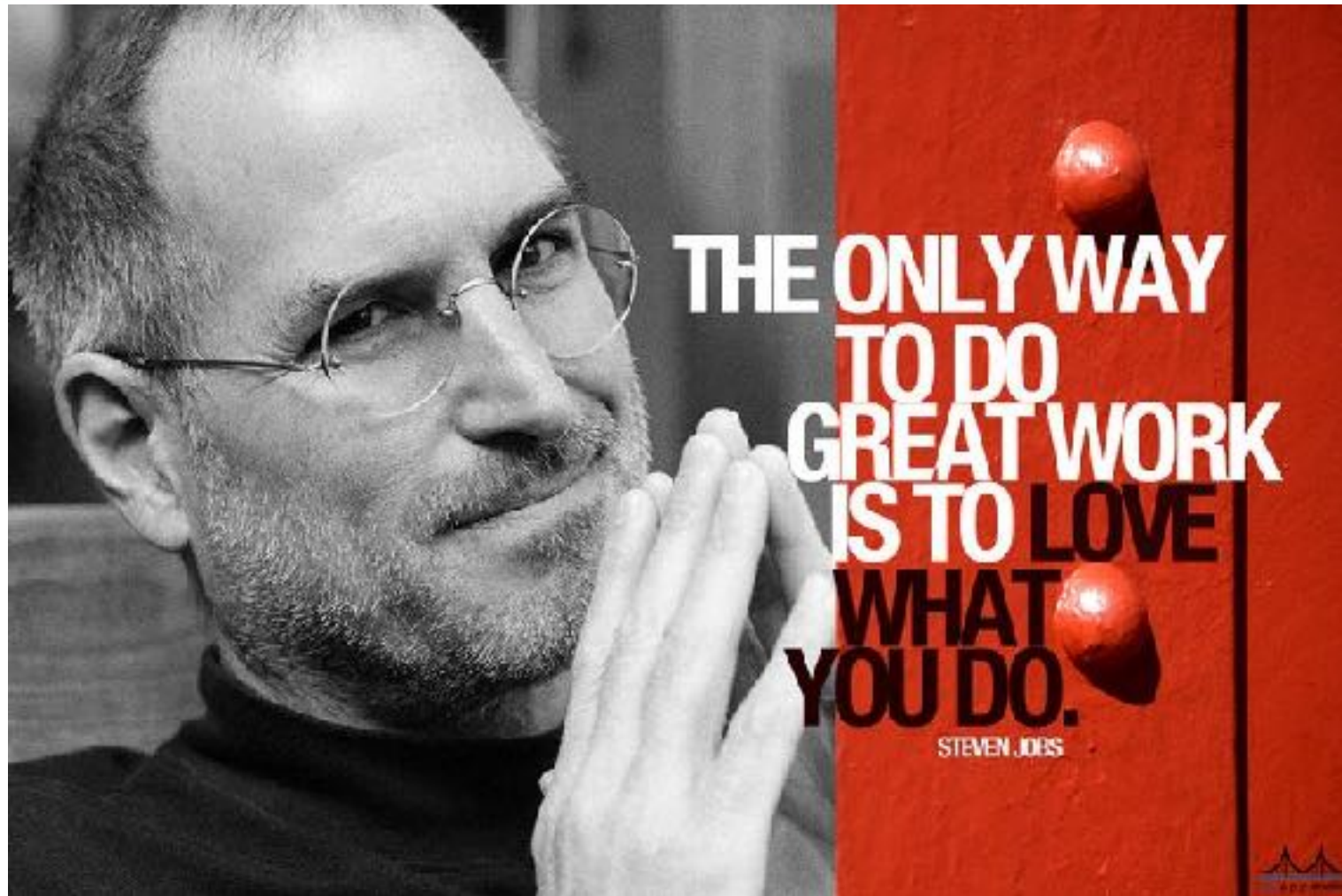
Stress Tolerance
Coping with stressful situations

Optimism
Positive attitude and outlook on life





Self-Actualization



- ***Inspiration***
- ***Meaning***
- ***Purpose***
- ***Fulfilment***
- ***Dedication to continuous improvement***
- ***Exceptional team performance***
- ***Bring out the best in others***
- ***Culture of achievement***



Optimism



OPTIMISM IS THE FAITH THAT
LEADS TO ACHIEVEMENT;
NOTHING CAN BE DONE
WITHOUT HOPE.

- *Inspiration*
- *Encourage positivity*
- *Contagious enthusiasm*
- *Resilience*
- *Creativity, innovation, new ideas*
- *Employees thrive in challenging situations*
- *Achieve greater levels of performance*
- *Continuous improvement*
- *Leads to encouragement, swift action, seeing possibilities, and risk taking*



Self-Regard

TAKE CARE HOW YOU
**SPEAK TO
YOURSELF**

--- BECAUSE ---

you are listening

- ***Create an atmosphere of excellence***
- ***Exude positivity***
- ***Handle excellence in others***
- ***Boost Self-Regard of others***
- ***Surpass targets***
- ***Inspire confidence***
- ***Role model***
- ***Better decisions***
- ***Greater productivity***



Social Responsibility



- ***Serve as a champion for your team***
- ***Uphold moral and ethical compass***
- ***Place team goals ahead of own***
- ***Contribution is admirable, laudable***
- ***Promotion of employee engagement, morale, mentoring, and other development practices that build talent and lead to loyalty and commitment***



Interpersonal Relationships



- ***Value maintaining confidences, team harmony, and open communication***
- ***Engage the hearts and minds of your team***
- ***Knowing others in a personal way engenders trust, loyalty, and commitment***
- ***Via a strong rapport, you can motivate and inspire others towards challenging goals***
- ***Healthy interpersonal networks throughout the organization***
- ***Personal influence and leverage to get things done***



Emotional Expression



- ***Ease of expression of thoughts and feelings with team - become known and trusted***
- ***Encourages others to share, leading to better decisions***
- ***Promotes a culture of open communication***
- ***Others feel comfortable coming to you with thoughts, feelings, concerns***
- ***Can help stay in communication in difficult times***
- ***Leads to mutual respect and trust***



KPI Self-Assessment for Insight





Steps to Insight



- 1. Know your “sending a man to the moon story”***
- 2. Share your “sending a man to the moon story”***
- 3. Demonstrate your passion for the work***
- 4. Learn what has meaning and a sense of purpose for employees***
- 5. Involve them in projects and initiatives which have meaning and purpose for them and which lead to fulfillment***



Summary

A leader provides Insight when they share a purpose and hopeful vision for colleagues to follow. Employees are compelled and inspired to exceed goals.

EQ Competencies provide the foundation for effective Insight as a set of leadership behaviours.

To improve Insight behaviours, focus on: Self-Actualization, Optimism, Self-Regard, Social Responsibility, Interpersonal Relationships, and Emotional Expression

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