

EITC



Making the Leap: From Independent Contributor to People Leader



Celebrating 20 Years of Service in 2018

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Audience Poll: Which applies to you?

- EQ-i 2.0 certified**
- coach**
- HR professional**
- recruiter**
- manager**



Agenda

1. Introduction
2. What's the problem with making the leap?
3. How is EQ the solution?
4. Summary
5. Questions





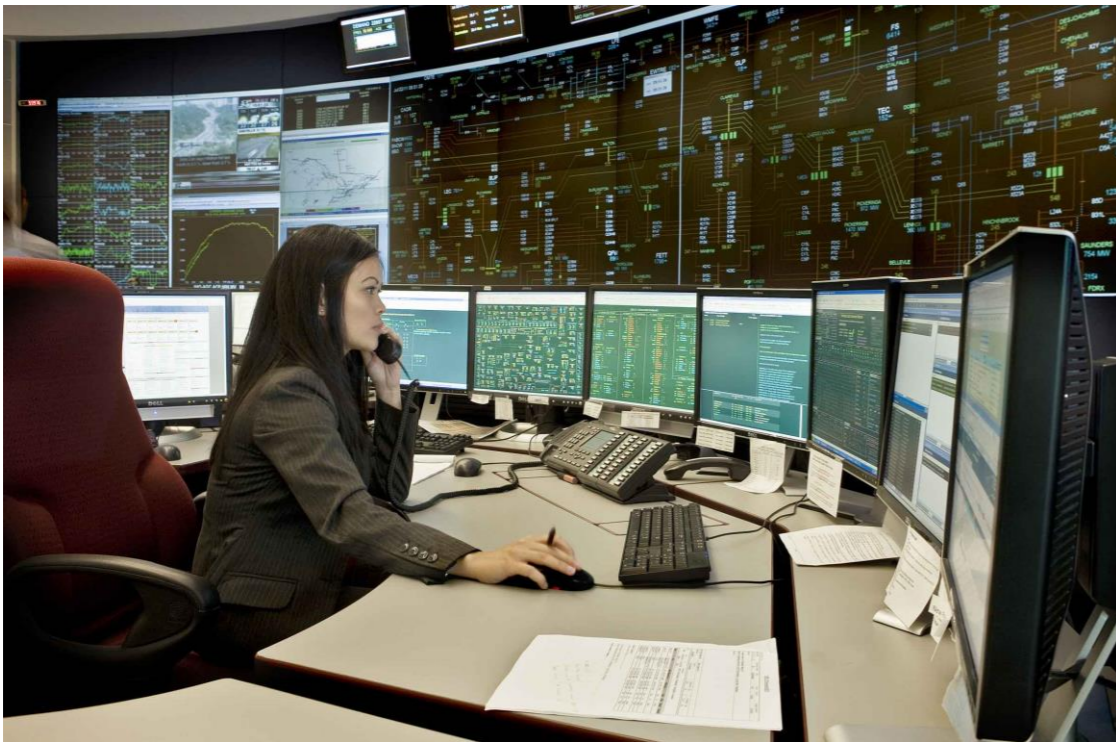
The Problem

Difficulty 'making the leap'

Why?

EQ for IC not same as for PM

Stereotype?





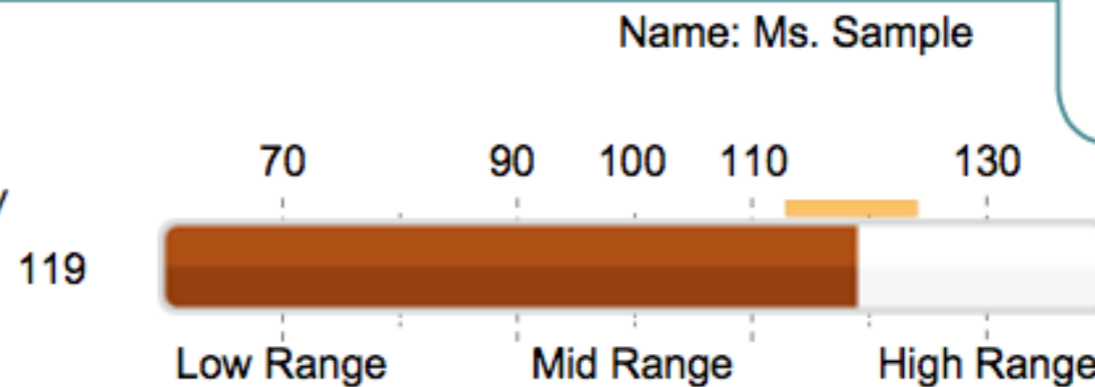


What makes an excellent Individual Contributor?

Independence

Self-directed; Free from emotional dependency

What Your Score Means



Ms. Sample, being independent means you are **capable of feeling, thinking, and working on your own**, a critical skill that all great leaders have in common. Your results show that this is a well-developed skill, as you are willing and capable of holding your own ideas and making necessary decisions required for your team on your own. You are unlikely to be swayed by popular opinion, which can help you maintain an established direction for your team. Consider the following interpretation of your results:

- You are comfortable providing direction and working on your own.
- You can work without emotional dependency on others, and don't require their reassurance.
- You accept responsibility for your decisions, knowing that at times people will disagree with you.

You scored well above average on Independence and fall within the leadership bar.

They may even have adequate Self-Regard before making the leap!



Self-Regard and Self-Actualization can take a hit

■ Self-Perception Composite

Self-Regard
Respecting oneself; Confidence

Self-Actualization
Pursuit of meaning; Self-improvement

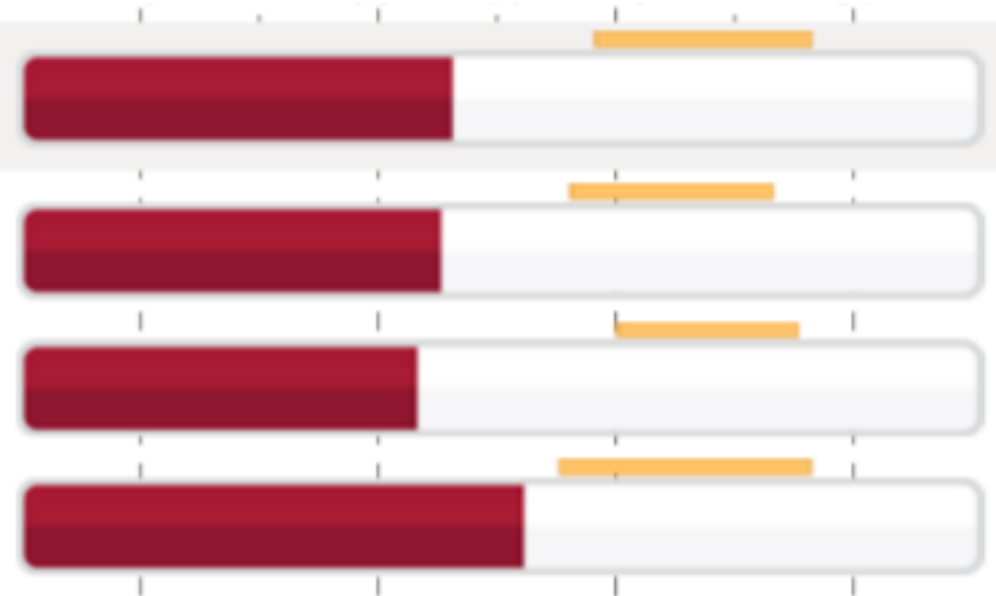
Emotional Self-Awareness
Understanding own emotions

96

95

93

102



*Remind them of their strengths and that they have a lot to offer.



They may benefit from development

■ Self-Expression Composite

104



Emotional Expression

Constructive expression of emotions

98



Assertiveness

Communicating feelings, beliefs; Non-offensive

101



Independence

Self-directed; Free from emotional dependency

113



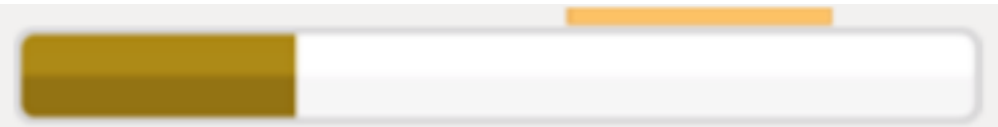
Encourage emotional honesty, e.g. “I’m new at this and I’m concerned about doing it well.”



Some skills may not have been encouraged as IC

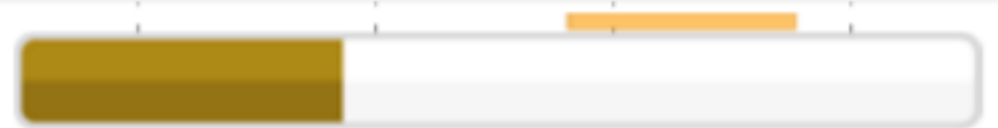
■ Interpersonal Composite

83



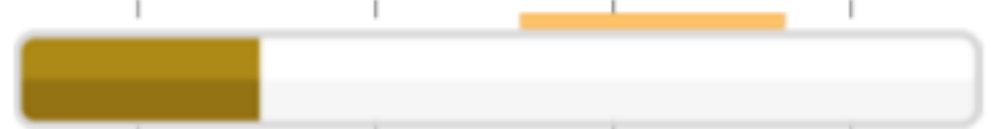
Interpersonal Relationships
Mutually satisfying relationships

87



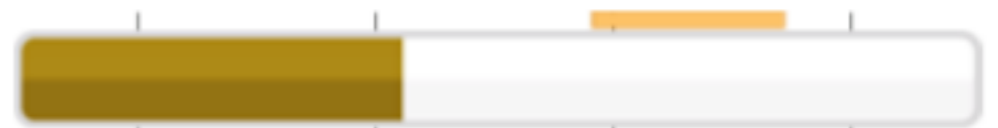
Empathy
Understanding, appreciating how others feel

80



Social Responsibility
Social consciousness; Helpful

92



The PM role requires effective working relationships that can be developed and enhanced through **Emotional Expression, Empathy and Social Responsibility**.
What's new is getting work done through relationships versus doing it one's self.



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
An authentic leader serves as a role model for moral and fair behavior. A transparent approach commands esteem and confidence from employees.	A leader who coaches effectively is seen as a mentor who supports employee growth. Employees are nurtured towards achieving their highest levels of performance.	A leader provides insight by sharing a purpose and hopeful vision for colleagues to follow. Employees are compelled and inspired to exceed goals.	An innovative leader focuses on taking risks, spurring colleagues' ingenuity and autonomous thought. Knowledge is valued and challenges are viewed as learning opportunities.

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Use the EQ-i 2.0 Leadership Report



Summary

Some ICs may have adapted their EQ to be effective as an IC, but put them at a bit of a disadvantage as a PM

May need to achieve a better balance between Independence and Interpersonal Relationships

May also need to consider development in Emotional Self-Awareness, Empathy, and Social Responsibility

With the right coach/mentor/training and a focus on the most appropriate EQ competencies an IC can 'make the leap' to being an effective PM with intention and effort



IT'S A QUESTION PARTY!



MY FAVORITE!

EITC



To thank you for joining us today we are offering a \$100 off coupon, please mention when registering. For our newsletter list subscribers we will be offering our 20th Anniversary Limited Time Special Offers throughout the year!

- **Next EQ-i 2.0/EQ 360 Certification Course**
- **Next Mastering EI Competencies Course**
- **Next Heart & Science of Leadership for Women**
- **Next Writing for Emotional Intelligence Course**

- **Take the EQ-i 2.0 or EQ 360**

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