



Emotionally Smart Leadership

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Once upon a time...



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EQ Impact on Personal Results

90%

of top performers
have high EQ

EQ is responsible for

58%

of your job
performance

People with high EQ make

\$29,000

more annually than their
low EQ counterparts



Source: www.emotionalintelligence.net

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EQ Impact on Leadership

25%

% Employee
performs better
with a boss with
high EQ

EQ is responsible for

2X

Entrepreneur
success

Most stressful part of job

75%

Pressure from immediate
boss leading to burnout



Source: *Optimal*—Goleman & Cherniss

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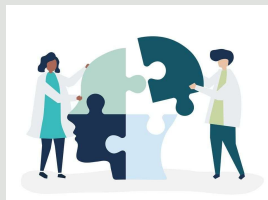
Discussion Questions:

How well can you identify your emotions?

Can you identify where you feel those emotions in your body?

Can you name how your actions are affected by your emotions?

What are some ways you can identify emotions in others?



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Defining Emotional Intelligence

How would you define emotional intelligence?



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Defining Emotional Intelligence

Emotional Intelligence is the ability to IDENTIFY and MANAGE your own emotions and UNDERSTAND the emotions of people around you.

IDENTIFY - naming

MANAGE - regulate

UNDERSTAND - empathy

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Defining Emotional Intelligence

There are five key elements of emotional intelligence:

1. Self-Awareness (Identify)
2. Self-Regulation (Manage)
3. Motivation (Understand)
4. Empathy (Understand)
5. Social Skills



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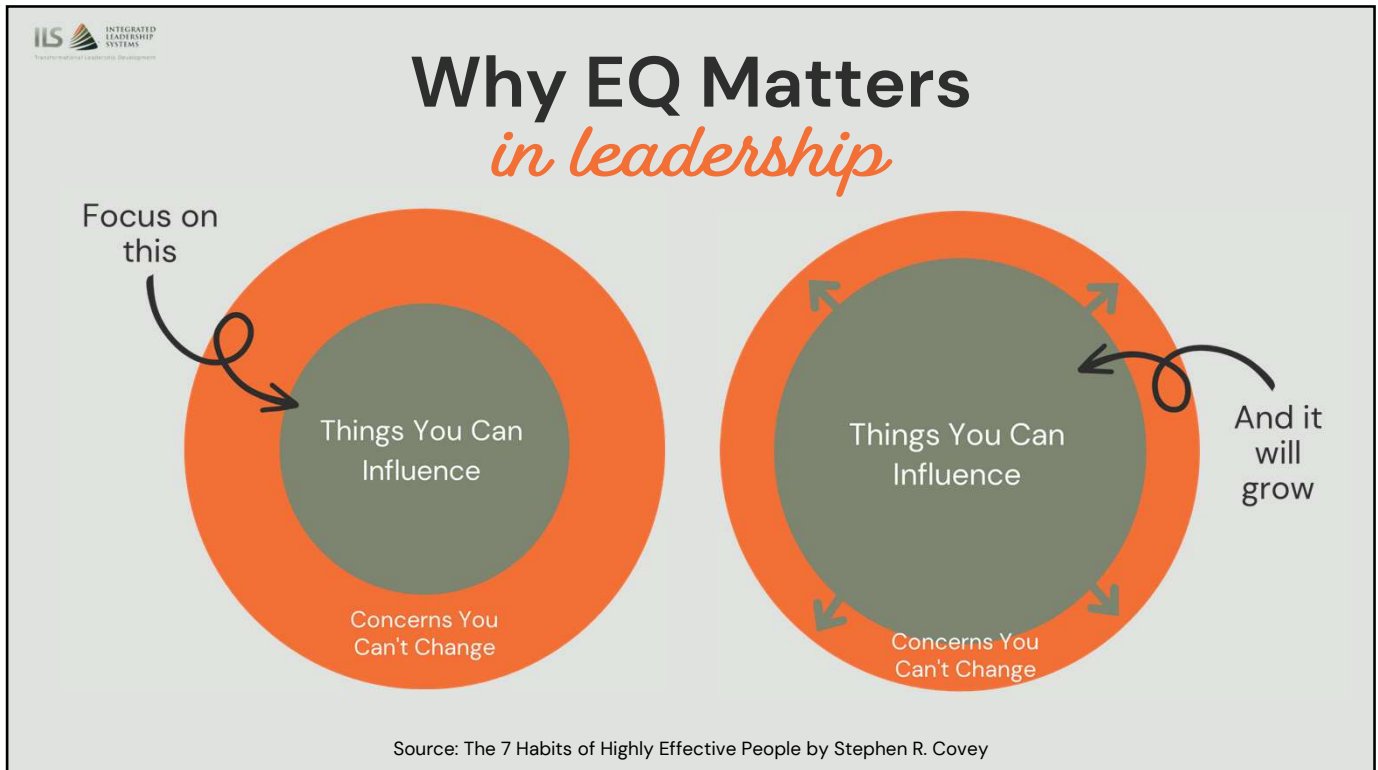
Goleman's Emotional Intelligence Model



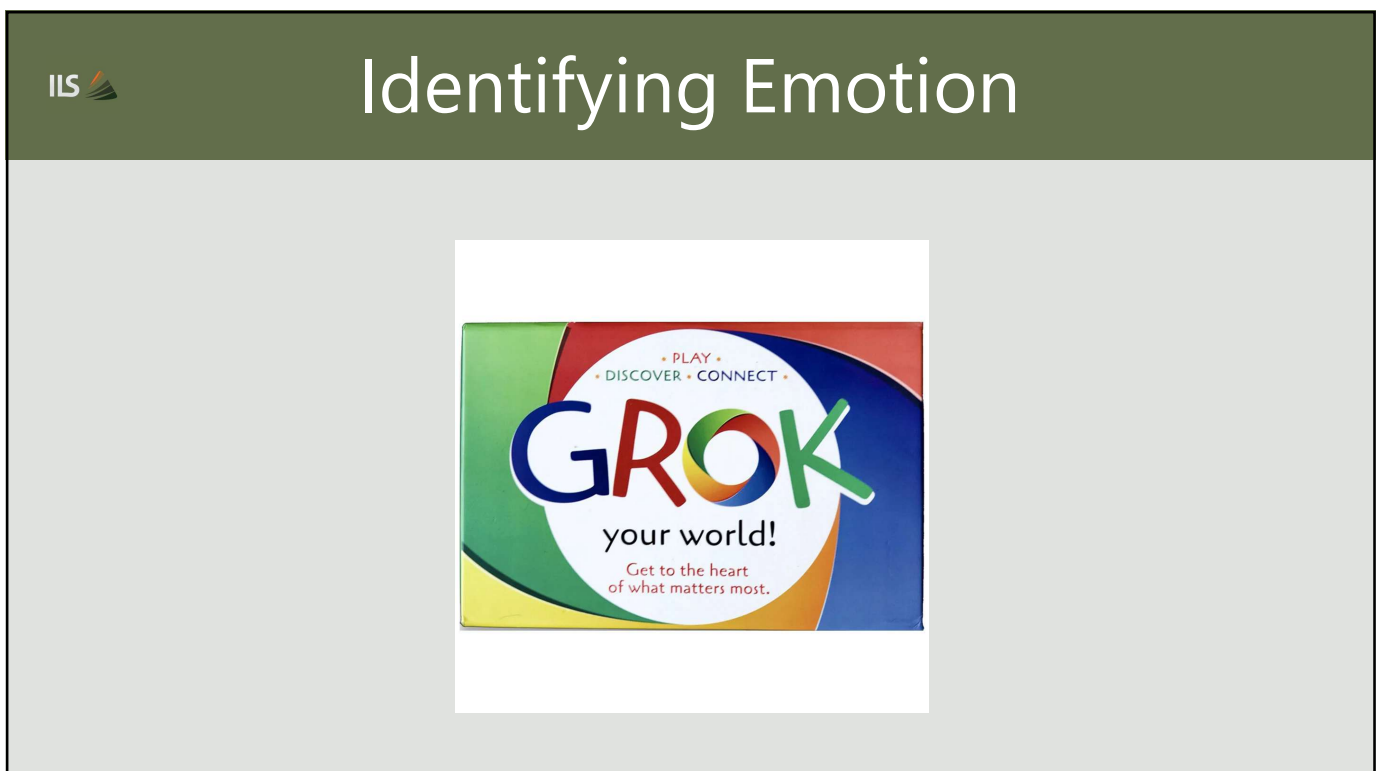
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How do you practice self-awareness?

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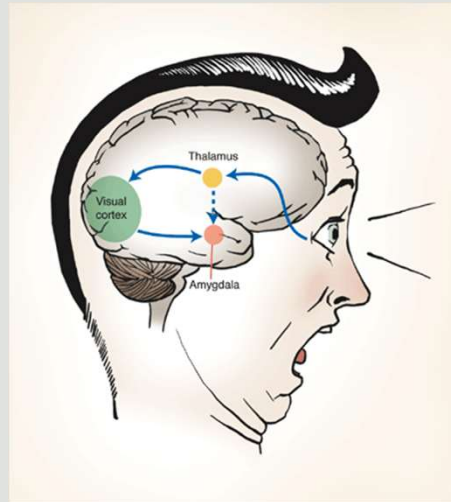
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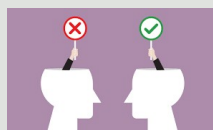


Emotion in Daily Life



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How Emotional Intelligence Helps Us Handle Conflict:



1. Accepting conflict as necessary
2. Approach conflict as a gift
3. Address Assumptions
4. Assess the real need

Ask the question: What do you want?



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Emotional Intelligence

“One must particularly achieve control over instinctual desires to achieve a healthy independence of society, for as long as we respond predictably to what feels good and what feels bad, it is easy for others to exploit our preferences for their own ends.”

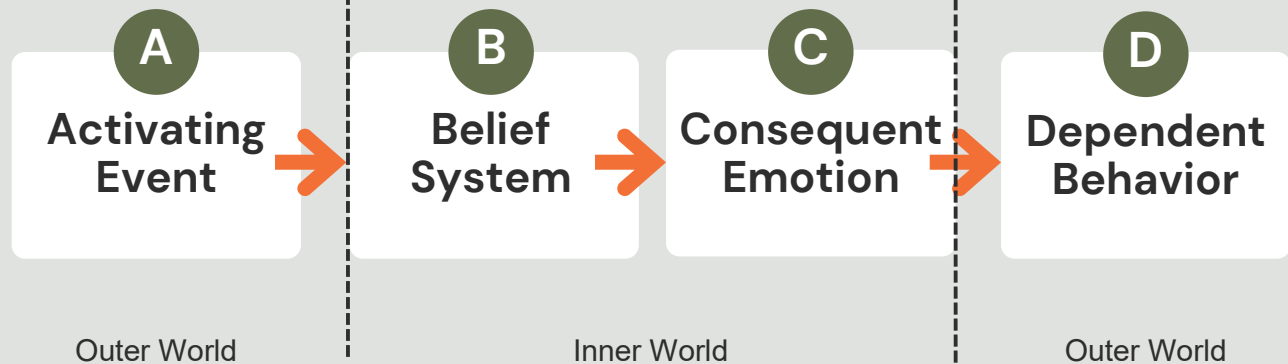
-Mihaly Csikszentmihalyi

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Changing the Stories We Tell Ourselves

Followers focus here

Leaders focus here



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How to Grow in Emotional Intelligence

1. Get clear on your mission, vision, and values.

Who am I? Where do I belong? What is my purpose?

Lead by creativity.

Discover what others are passionate about.



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How to Grow in Emotional Intelligence

2. Attend to your emotions:

Pay attention to what you're paying attention to.

Most of what we are reacting to is not in the moment.

Identify what you are feeling, and where you are feeling it.



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How to Grow in Emotional Intelligence

3. Get curious about your emotions:

Don't hold yourself in contempt, or in judgment.

Ask what this emotion is trying to teach you.

Ask if there was another time you remember feeling this.



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How to Grow in Emotional Intelligence

4. Check your motivations:

Do you let your feelings dictate your behavior?

Do you let people know what you're feeling?

Pay attention to how others are affected by your emotions, as well as how their emotions affect you.



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Journaling



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How to Journal About Emotion

Check in with yourself.

- Emotions – Acknowledge, Accept, Assess, Act
- Motivations – What is driving you? What are you allowing?

Journaling should be daily.

You can also journal when you need to process or after you've been triggered by something.

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"Remember that emotion is not a debatable phenomenon. It is an authentic reflection of our subjective experience, one that is best served by attending to it."

-Curt Thompson, Anatomy of the Soul

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Questions?

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