



Defining & Applying the Five Elements of Emotional Intelligence

1. Self-Awareness. The ability to recognize and label an emotion as it “happens” is the key to raising your EQ scores. Developing self-awareness requires tuning in to your true feelings instead of living “reactively.” If you identify and evaluate your emotions, you can manage them. Intentionality should become the rule.

- Emotional awareness - Your ability to recognize your own emotions and their effects.
- Self-confidence – The realization of your self-worth, value and abilities

2. Self-Control. You may not always be able to choose your feelings. However, you can control how you react to those feelings. Learning and practicing techniques to alleviate your negative emotions such as anger, anxiety or depression can be life altering if done consistently over time. One very effective technique is Cognitive Restructuring which is reframing a situation or event in a more positive light. It may also help to reframe by simply taking a long walk, meditating or praying.

- Learn how to manage disruptive emotions
- Maintaining standards of honesty and integrity
- Taking 100% responsibility for your own performance as well as your failures
- Choosing to adapt to changes with flexibility and an open mind
- Being innovative – creating and staying open to new ideas

3. Motivation. Motivating yourself daily is required for success and cannot be accomplished without clear goals, clear vision and a positive attitude. If you have had a predisposition to a negative attitude, you can, with effort and practice rewire your brain to think more positively. If you will train yourself to become more cognizant of negative thoughts as they occur, you can reframe them in more positive terms — which will help you stay inspired, empowered and on course.

- A consistent determination to improve or to meet a standard of excellence.
- Loyalty and commitment to a written vision and specific goals
- Taking initiative to grow, learn and stretch each day
- Pursuing your goals with resilience, despite obstacles and setbacks.

4. Empathy. The ability to be intuitive and to recognize the feelings of others is extremely important to success in your life and career. The more skillful you are at discerning the feelings behind others’ signals the better you can control the signals you send them.

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- Assessing, contemplating and meeting the needs of others consistently
- Believing in others and empowering them to reach their greatest potential
- Cultivating opportunities in groups where there are differences and diversity
- Being intuitive to a group's emotional energy and discerning the real issues
- Understanding the perspectives of others in order to respond effectively

5. Social Skills. Possessing and developing good interpersonal skills is paramount to success in your life and career. In today's always-connected world, everyone has immediate access to technical knowledge. Thus, "people skills" are even more important now because you must possess a high EQ to better understand, empathize and negotiate with others in a global economy.

- Being influential and skilled in effective persuasion tactics.
- Clear and intentional verbal and nonverbal communication skills
- Empowering leadership which inspires and creates loyalty
- Initiating or managing changes smoothly and effectively
- Understanding, negotiating and resolving conflicts
- Uninhibited in all social circles with the wisdom to nurture key relationships
- Instrumental in creating Collaboration and cooperation toward shared goals
- Creating group synergy and strong teams

RESOURCES for more on EMOTIONAL INTELLIGENCE

BOOKS

- Emotional Intelligence – Daniel Goleman
- Emotional Intelligence 2.0 – Travis Bradberry
- Working with Emotional Intelligence – Daniel Goleman
- Wired to Care (How Companies Prosper When They Create Widespread Empathy) – Dev Patnaik

YOU TUBES

- Emotional Intelligence: How Good Leaders Become Great -- UC Davis Executive Leadership Program
- Documentary on Emotional Intelligence: What is your emotions not telling you? MUST WATCH
- **The People Currency: Practicing Emotional Intelligence | Jason Bridges | TEDxWabashCollege**

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