The Art & Science of Emotional Intelligence
with
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Emotional Intelligence
Why It Can Matter More Than IQ

TIME
What's Your EQ?
It's not your IQ. It's not even a number. But emotional intelligence may be the best predictor of success in life, redefining what it means to be smart.
Emotional Intelligence

Definition:

• Emotional Intelligence is the ability to recognize and regulate emotions in oneself and in others in order to guide thinking and behavior and to manage relationships.
Mood Meter

How are you feeling?

Energy

High +5
+4
+3
+2
+1
0
-1
-2
-3
-4
-5

Low
Unpleasant
FEELING
Pleasant

-5 -4 -3 -2 -1 0 +1 +2 +3 +4 +5
Mood Meter

• Where are you on the mood meter?
• What word best describes your current feeling?
• What caused you to feel this way?
• How are you expressing that feeling?
• Given how you feel, what strategy will you use to get the most out of today?
Determined Mindset

- Persuasive writing
- Debating

Flexible Mindset

- Creative Writing
- Brainstorm

Critical Mindset

- Proofing & Editing

Reflective Mindset

- Journal Writing
- Building Consensus
Emotional Intelligence

• **Recognizing Emotions**: Identifying emotions in self and in others. Understanding the causes and effects of emotions; the transitions among emotions, the relationships among words and emotions

• **Regulating Emotions**: Ability to engage or detach from emotions; moderate negative emotions and enhance pleasant ones
Emotional Intelligence

In groups of four, discuss:

• What do you know about the role of emotions in your work?
EQ & Job Performance

• EQ alone explained 58% of a leader’s job performance
• 90% of top performers are high in EQ
• Just 20% of low performers are high in EQ

(Source: TalentSmart)
Primary causes of derailment in executives were deficits in emotional competence. Top three were:

- Difficulty in handling change
- Not being able to work well on a team
- Poor interpersonal relations
EQ & Job Performance

• A study of 130 executives found that how well people handled their own emotions determined how much people around them preferred to deal with them (Walter V. Clarke Associates, 1997).
Recognizing Emotions

• The first step in increasing your EQ is recognizing emotional responses, both in yourself and in others.
Hard-Wired Emotions

- fear
- anger
- sadness
- disgust
- surprise
- joy
Learned Emotions

- humility
- sympathy
- forgiveness
- empathy
- gratitude
- optimism
- compassion
- patience
- cooperation
Emotions Matter

- negative ones are stronger
- 6-10 are hardwired
- + ones are good for your health
Emotions Influence

• Attention, Memory, & Learning
  (Compton, 2003)

• Decision-Making & Judgment
  (Damasio, 1994)

• Relationship Quality
  (Gottman, 1982, Brackett et al., 2005, 2006)

• Physical & Mental Health
Emotions Matter

- contagious
- leak
- drive behavior
Regulating Emotions

• Knowing and using *effective strategies* to prevent, reduce, initiate, maintain, and enhance emotions.
S + R = E
Situation + Response = Experience
Strengthening Frontal Lobes for Willpower

- Sleep -- one hour more
- Meditation -- 10 minutes
- Physical Exercise
- Low glycemic or plant-based diet
THE MINDFUL REVOLUTION
The science of finding focus in a stressed-out, multitasking culture
BY KATE PICKERT
Mindfulness: What Is It?

“The awareness that emerges through paying attention on purpose, in the present moment and non-judgementally to the enfolding of experience moment to moment.”

– Jon Kabat-Zinn, Umass Medical School’s Center for Mindfulness
Mindful Meditation

- decreases stress-related cortisol
- strengthens the immune system
- helps a variety of medical conditions, including cardiovascular disease, asthma, type II diabetes, PMS, and chronic pain
Mindful Responding

- **Stop**
- **Take a slow deep breath**
- **Observe/reflect**
- **Proceed**
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- Rady Center for Executive Development: [http://rady.ucsd.edu/exec/](http://rady.ucsd.edu/exec/)

- Upcoming Class 4/19: Innovate Like Apple: Play your way to new ideas with Genius Games

- For more info: [Click Here](http://rady.ucsd.edu/exec/)
Further Reading

*Emotional Intelligence:*

- The Emotional Life of Your Brain by Richard J. Davidson, Ph.D. with Sharon Begley
- Emotional Intelligence 2.0 by Travis Bradberry and Jean Greaves
- Working with Emotional Intelligence by Daniel Goleman
- Positivity by Barbara L. Fredrickson, Ph.D.
Further Reading

Other Topics:

How Women Decide: What’s True, What’s Not, and What Strategies Spark the Best Choices by Therese Huston

The Relationship Cure by John Gottman, Ph.D. and Joan DeClaire

Empty the Cup Before You Fill it Up by Ernest Mendes, Ph.D.

What Empathy Can Do by Ernest Mendes, Ph.D. (Article published in ASCD Educational Leadership, September 2003)