

Emotional Intelligence: An Essential Skill that May Not Appear on Your Resume'



Career Prospectors

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30” elevator speeches

What is EQ?

- **The thing that will set you apart in your job search, and in your work**
- **Technical skills and IQ will get you in the door for an interview; EQ will get you the job**

EQ – An overview

Personal Competence	Self awareness	Self management (including Self Motivation)
Social Competence	Social awareness	Relationship Management

Self Awareness

- **The ability to recognize the emotions you are experiencing**
- **Serves as the foundation for all other EI competencies**

Self Management

- **The ability to take action or to refrain from taking action**
- **Understanding how to use your awareness of emotions in order to make positive choices**
- **Includes the key competency of Self-Motivation, essential in the search for a job**

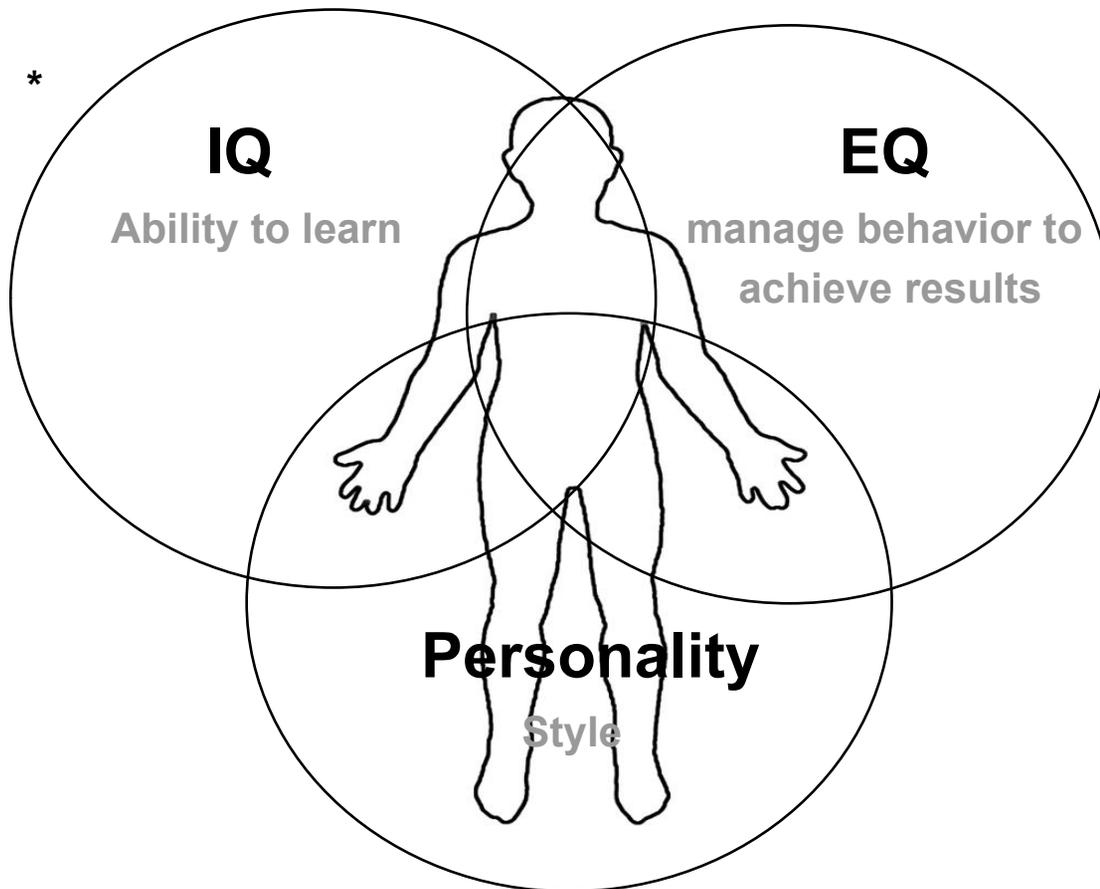
Social Awareness

- **The ability to accurately recognize and understand others' emotions**
- **Serves as a foundation for managing relationships**

Relationship Management

- **The ability to use all your other EI skills in order to create quality interactions with others and sustain strong relationships**
- **Enables clear communication and constructive conflict**

Why EQ?



- EQ is the only quality we possess that is flexible and able to change
- EQ allows people to purposefully act on their thoughts and feelings to enable stronger relationships and results
- “75% of careers are derailed for reasons related to emotional competencies, including inability to handle interpersonal problems; unsatisfactory team leadership during times of difficulty; inability to adapt to change or elicit trust.”**

Reflection...a powerful tool to create self awareness

- **What emotions do you notice before, after, and during your 30” elevator speech?**
- **Each emotion has a gift and a shadow----your goal is to maximize the positive value of your emotions by choosing the one(s) that serve you best in a specific situation---e.g., the gift of anger is its energy if you channel it; the shadow of anger is its potential for destructive conflict**

References

- Bradberry, T., & Greaves, J. (2005). *Emotional Intelligence Quickbook.*
- Goleman, D. (2005). *Emotional Intelligence: Why It Can Matter More Than IQ (10th ed.)*. New York, New York: Bantam Books.