LEADING WITH EMOTIONAL INTELLIGENCE

Presented by Futures Without Violence in partnership with the U. S. Department of Justice, Office on Violence Against Women

Presenters: Dr. Jarik Conrad, Certified Emotional Intelligence Expert
Facilitator: Jennifer White, Futures Without Violence

This webinar is part of a project entitled SOS Institute (Supporting Organizational Sustainability Institute) supported by the Department of Justice, Office on Violence Against Women.

This project is supported by Grant No. 2015-TA-AX-K047, awarded by the Office on Violence Against Women, U.S. Department of Justice. The opinions, findings, conclusions, and recommendations expressed in this publication/program/exhibition are those of the author(s) and do not necessarily reflect the views of the Department of Justice, Office on Violence Against Women.
Presenters

Dr. Jarik Conrad

Dr. Conrad presents inspiring workshops and keynotes to thousands of business executives, non-profit leaders, and educators each year. He is a certified Senior Professional in Human Resources (SPHR), Society of Human Resources Management Certified Senior Professional (SHRM-CSP), certified intercultural sensitivity expert, and certified emotional intelligence expert. Dr. Conrad is a committed lifelong learner, holding a bachelor’s degree from the University of Illinois, two master’s degrees from Cornell University, and a doctor of education degree from the University of North Florida. Dr. Conrad is the author of the award-winning book, *The Fragile Mind: How it has Produced and Unwittingly Perpetuated America’s Tragic Disparities.*

Jennifer L. White

Ms. White is the Program Director for Curriculum Development and Program Design with Futures Without Violence. Ms. White has been an educator in the field of domestic violence, sexual assault and stalking since 2002. Ms. White manages the Institute for Leadership in Education Development (I-LED) and Supporting Organizational Sustainability to Address Violence Against Women Institute (SOS), both projects funded through the U.S. Department of Justice, Office on Violence Against Women. Ms. White graduated from Pace University in New York with a major in English/Communications and a minor in Women’s Studies. She graduated from the American University Washington College of Law and is a member of the state bars of Maryland and New York.
As a result of this webinar, you will be better able to:

- Build trust and connect better with subordinates, peers, board members, and clients
- Communicate more effectively
- Lead their teams through high-intensity, high-stress situations
- Manage change and transitions effectively
- Recognize and embrace diversity & inclusion
Background
Life’s Timeline (pre-work)
Emotional Intelligence Overview
  Self-Perception
  Self-Expression
  Interpersonal
  Decision Making
  Stress Management
From Theory to Practice (post-work)
“One searches for some way to understand why a society as rich and, frequently, as generous as ours would leave these children in their penury and squalor for so long—and with so little public indignation.”

Johnathan Kozol, Savage Inequalities
Please create a timeline going back as far as you can remember. Add to your timeline any significant events and experiences that were turning points or defining moments for you.

1. What were your emotions at the time of the event/experience?
2. What are your emotions now as you think back to that time?
3. How did each event or experience help shape who you are today?
“Environmental influence serves as an enhancer or preventer of genetic predispositions.”

WHAT DOES IT MEAN TO BE SMART?

“We should take care not to make intellect our god. It has, of course, powerful muscles, but no personality.”
EMOTIONAL INTELLIGENCE

Intra-personal

Awareness

Regulation

Interpersonal
For 515 senior executives, emotional intelligence was a better predictor of success than either relevant previous experience or high IQ.

http://www.eiconsortium.org/reports/business_case_for_ei.html

“Dominance analysis demonstrated that all three streams (ability, self-report, and mixed-models) of EI exhibited substantial relative importance in the presence of FFM and intelligence when predicting job performance.”

Over 90% of top performers are also high in emotional intelligence. Just 20% of bottom performers are high in emotional intelligence.

A set of emotional and social skills that influence the way we perceive and express ourselves, develop and maintain social relationships, cope with challenges, and use emotional information in an effective and meaningful way.

MHS
<table>
<thead>
<tr>
<th>SCALE</th>
<th>SUB–SCALE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Self–Perception</td>
<td>Self–Regard, Emotional Self–Awareness, Self–Actualization</td>
</tr>
<tr>
<td>Self–Expression</td>
<td>Assertiveness, Independence, Emotional Expression</td>
</tr>
<tr>
<td>Interpersonal</td>
<td>Empathy, Social Responsibility, Interpersonal Relationships</td>
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<tr>
<td>Decision Making</td>
<td>Impulse Control, Reality Testing, Problem Solving</td>
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<tr>
<td>Stress Management</td>
<td>Optimism, Stress Tolerance, Flexibility</td>
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How do I feel about myself?
How well do I know my triggers?
For what do I stand?
ACTIVITY 1

Who am I?
EMOTIONAL INTELLIGENCE

Self-Expression

How much direction do I need?

Do I stand up and speak out for what I believe is right?

Can I effectively articulate what I am feeling?
EMOTIONAL INTELLIGENCE

How well do I connect with others?

Do I volunteer?

Do I have meaningful relationships across diverse groups?
Engagement is the key!

70% of U.S. Workers Are Not Engaged at Work

Gallup
YOU ARE “THEY”

Why don’t they listen to us? We do the work.

They always..

They don’t really care about us.

You know how they got those positions in the first place.

They never...

What are they thinking?

They...
Do I have a repeatable process?
Can I delay gratification?
How objective am I?
WHEN EMOTION AND INTELLECT COLLIDE!
EMOTIONAL INTELLIGENCE

Is my glass half-full or half-empty?
How long is my rope?
How do I respond to change?
PEOPLE ARE STRUGGLING

Terrorism and global instability
Income and wealth inequality across class
Violent crimes in urban communities
Opioid epidemic in rural communities
Racial and gender disparities
Rising cost of higher education
Suicide epidemic
Day-to-day family challenges
Workplace stress

Poor Emotional Health
ACTIVITY 3
Understanding Stress
THE DARK SIDE
Think of a current employee, peer, client or board member with whom you struggle.

1. What do you believe is the source of the problem? Could you be wrong?

2. How much are you contributing to the problem?

3. What would be the ideal emotionally intelligent way to handle the situation?

We will follow up with you to learn about your experience.
Never Accept the Status Quo!

QUESTIONS & ANSWERS
Resources

Emotional Intelligence Consortium Website  http://www.eiconsortium.org/
Body Language Emotional Intelligence Quiz  http://greatergood.berkeley.edu/ei_quiz/
Emotional Intelligence Quiz (provides results & recommendations)  http://www.ihhp.com/free-eq-quiz/
Emotional Intelligence in Leadership  https://www.mindtools.com/pages/article/newLDR_45.htm
18 Signs of Emotional Intelligence  http://www.wakingtimes.com/2015/03/27/are-you-emotionally-intelligent-heres-how-to-know-for-sure/

“Moodnotes,” app to track emotions in different work situations, provides prompts to reflect on the situation and how to manage it.  http://moodnotes.thriveport.com/

Webinar: Compassion Fatigue & Self-Care for Individuals and Organizations  https://www.futureswithoutviolence.org/compassion-fatigue-self-care-individuals-organizations/
Please take a moment to take a short evaluation regarding today’s webinar, future webinars and submit any questions: https://www.surveymonkey.com/r/SOSEIfeedback

The recording of the webinar will be posted on the FUTURES website in the next few days: https://www.futureswithoutviolence.org/resources-events/webinars/

For questions or additional information, please contact Monica Arenas: marenas@futureswithoutviolence.org