

HOW TO USE EMOTIONAL INTELLIGENCE TO BOOST YOUR CAREER



Shawn Andrews, Ed.D., M.B.A.
CEO, Andrews Research International
Women in Electronics
August 18, 2020

© 2020 Andrews Research International

www.drshawnandrews.com

1



THE BRAIN SEEKS S.A.F.E.T.Y.

Neuroscience & brain-based leadership studies have proven the positive impact on job performance when people work with colleagues with **High EQ**

The brain functions much more efficiently & creatively with lack of social/emotional threats

Academy of Brain-based Leadership

2



THE BRAIN SEEKS S.A.F.E.T.Y.

Six domains of social or
emotional threat or reward

Security

Autonomy

Fairness

Esteem

Trust

You

Academy of Brain-based Leadership

3



Copyright © 2011 Multi-Health Systems Inc. All rights reserved.
Based on the Bar-On EQ-i model by Reuven Bar-On, copyright 1997.

4

INSTRUMENT

EQ-i 2.0 measures 5 Composites & 15 Competencies

Self-Perception - self-regard, self-actualization, Emotional self-awareness

Self-Expression - emotional expression, assertiveness, independence

Interpersonal - interpersonal relationships, empathy, social responsibility

Decision Making - problem solving, reality testing, impulse control

Stress Management - flexibility, stress tolerance, optimism

5 EQ SKILLS MOST IMPORTANT FOR WOMEN

Self-
Awareness

Assertiveness

Stress
Tolerance

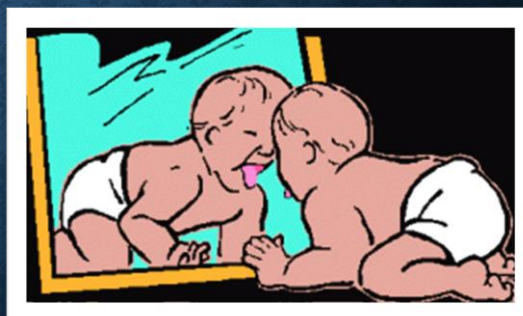
Empathy

Self-Regard

5

SELF-AWARENESS

Have frank discussion
with someone close to
you about how you
display emotions and if
they seem appropriate



6

ASSERTIVENESS

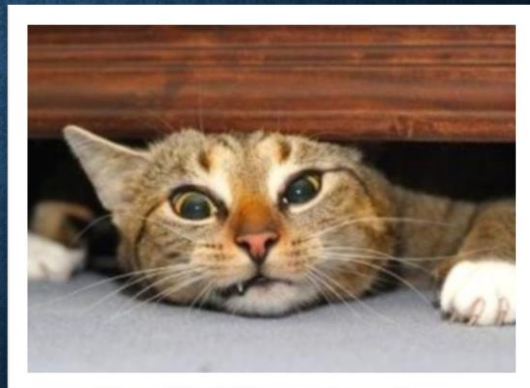


Over next 2 weeks, write down situations in which you behave assertively, passively or aggressively. What are the reasons you were unable to be assertive? Do you see a pattern?

7

STRESS TOLERANCE

Do someone a favor. It allows you to shift from a problem sufferer to problem solver & puts your problems in perspective



8

EMPATHY

Don't judge, give advice or interrupt. Listen & let people say what is on their mind and they will feel that you are empathetic



9

SELF-REGARD



Say "Yes" more often. Take risks and try new things. When you succeed, gives confidence. If you F.A.I.L., First Attempt In Learning

10

FREE RESOURCE: “EQ Team Effectiveness Questionnaire”

**EMOTIONAL INTELLIGENCE
TEAM EFFECTIVENESS QUESTIONNAIRE**

Complete Parts I & II for Your Team - Please note that the scale descriptions are flipped in Part II

Part I	Never 1	Seldom 2	Occasionally 3	Frequently 4	Always 5
1. Does your team have high levels of trust due to respectful and transparent discussions?					
2. Do you have confidence that the team will not embarrass, reject, or punish someone for speaking up?					
3. Is your team committed to honest communication, dialogue, discussion, and debate?					
4. Do individual contributors respect & support the talents of others on team?					
5. Does your team have high levels of interpersonal competency and risk-taking?					
6. Does your team leverage conflict to make good decisions, and do tough issues get surfaced & resolved?					
7. Does your team establish group norms that promote collaboration and cooperation?					
8. Is diversity embraced and do people have a sense of belonging?					
9. Does your team show empathy and a personal interest in each other?					
10. Does your team realize that success comes from interdependence?					
11. Does your team let ego or individual accomplishments stand in the way of overall results?					
12. Do members accept responsibility for actions & understand how their behavior affects the team?					

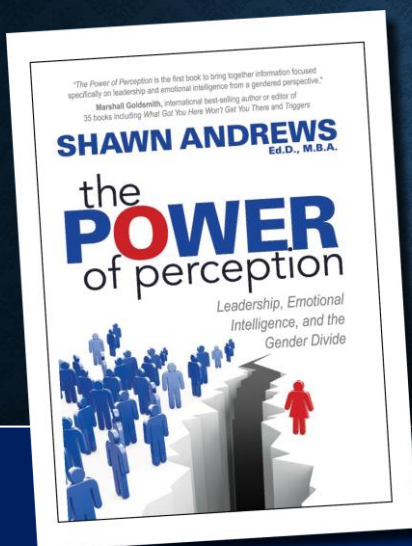
© 2020 Andrews Research International www.drshawnandrews.com

**Send Me
an
Email!**

11

FREE DOWNLOAD: 25-PAGE (108-Question)

“POWER OF PERCEPTION WORKBOOK”



Website: www.drshawnandrews.com
Email: shawn@drshawnandrews.com
LinkedIn: Shawn Andrews, Ed.D., M.B.A.
Twitter: @drshawnandrews

© 2020 Andrews Research International

12