

Emotional Intelligence

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Defining Emotional Intelligence (EQ)

| Personal Competence | Social Competence |
|--|--|
| <p>Self-Awareness</p> <ul style="list-style-type: none">• Emotional awareness• Accurate self-assessment• Self-confidence | <p>Social Awareness</p> <ul style="list-style-type: none">• Sensing others' emotions• Understanding others• Organizational awareness |
| <p>Self-Management</p> <ul style="list-style-type: none">• Self-control• Learning from experiences• Motivation | <p>Relationship Management</p> <ul style="list-style-type: none">• Influence• Conflict management• Collaboration and cooperation |

Self-Awareness

First step in developing EQ

- Have a better understanding of our strengths and limits
- Gain a heightened awareness and more objectivity of other people's competence
- Gain self-confidence in our self worth and capability

Savage Chickens

by Doug Savage



www.savagechickens.com

Self Assessment Tools

Myers–Briggs Type Indicator (MBTI) is an assessment with the purpose of indicating differing psychological preferences in how people perceive the world around them and make decisions

It indicates your personality preferences in four dimensions:

- Where you focus your attention – Extraversion (E) or Introversion (I)
- The way you take in information – Sensing (S) or INtuition (N)
- How you make decisions – Thinking (T) or Feeling (F)
- How you deal with the world – Judging (J) or Perceiving (P)

MBTI Personality Types

ISTJ - The Inspector

ISTP - The Crafter

ISFJ - The Protector

ISFP - The Artist

INFJ - The Advocate

INFP - The Mediator

INTJ - The Architect

INTP - The Thinker

ESTP - The Persuader

ESTJ - The Director

ESFP - The Performer

ESFJ - The Caregiver

ENFP - The Champion

ENFJ - The Giver

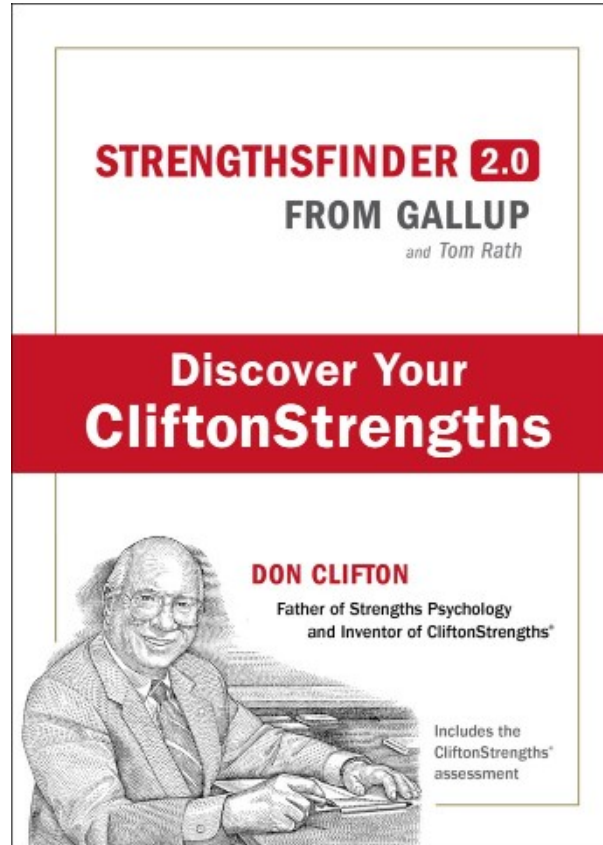
ENTP - The Debater

ENTJ - The Commander

Sleeman's MBTI

INTJ (ENFJ)

Strengths Finder 2.0



Self-Control and Managing Emotions

THE BRAIN

EVOLUTION & DESIGN

Creative, Abstract
Thinking
Emotional Intelligence
Upper Brain

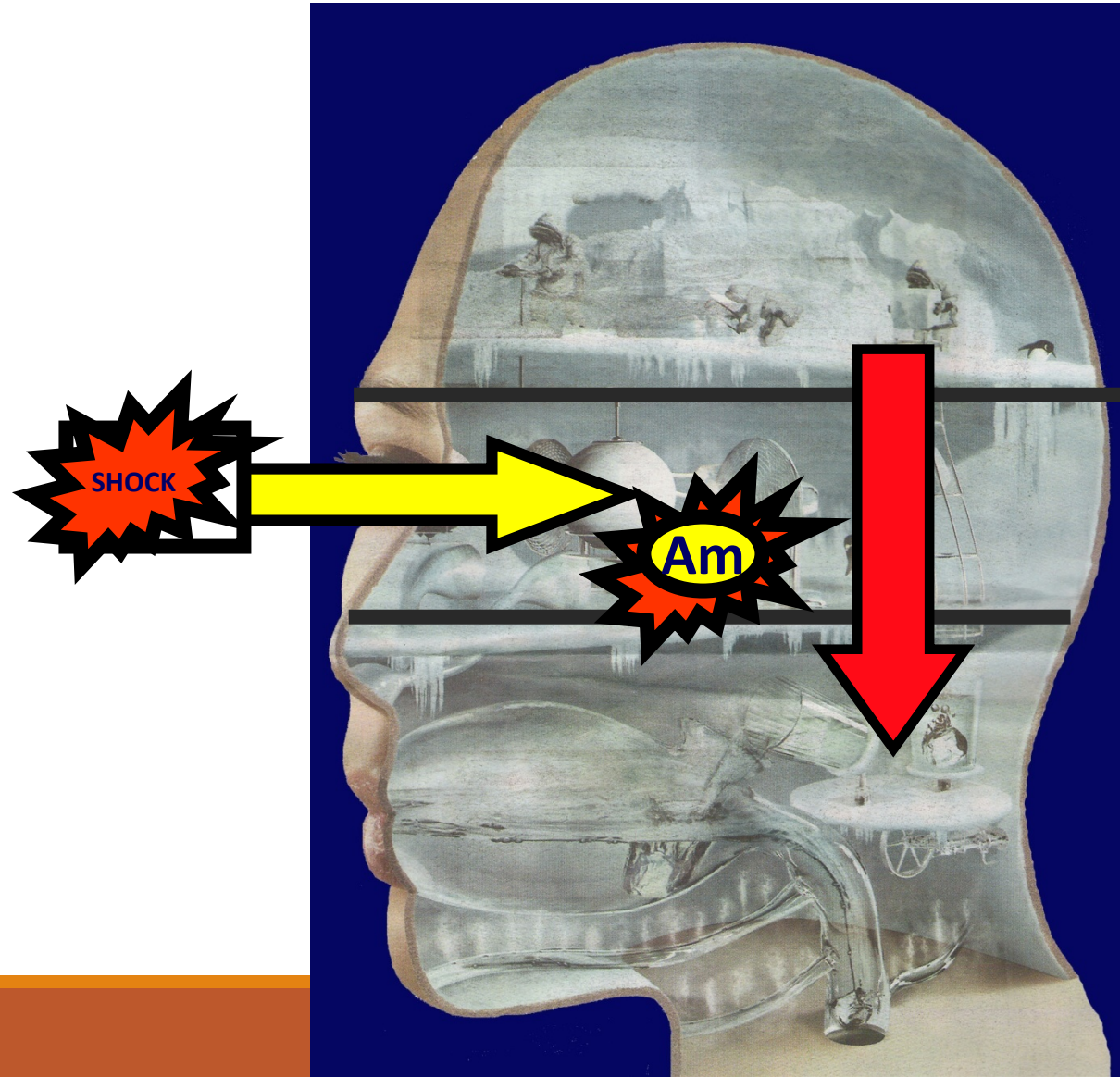


New Patterns
Factory
"The Laboratory"

Acquired
Patterns
"The Tool Box"

Primitive Survival
Patterns
"The Basement"

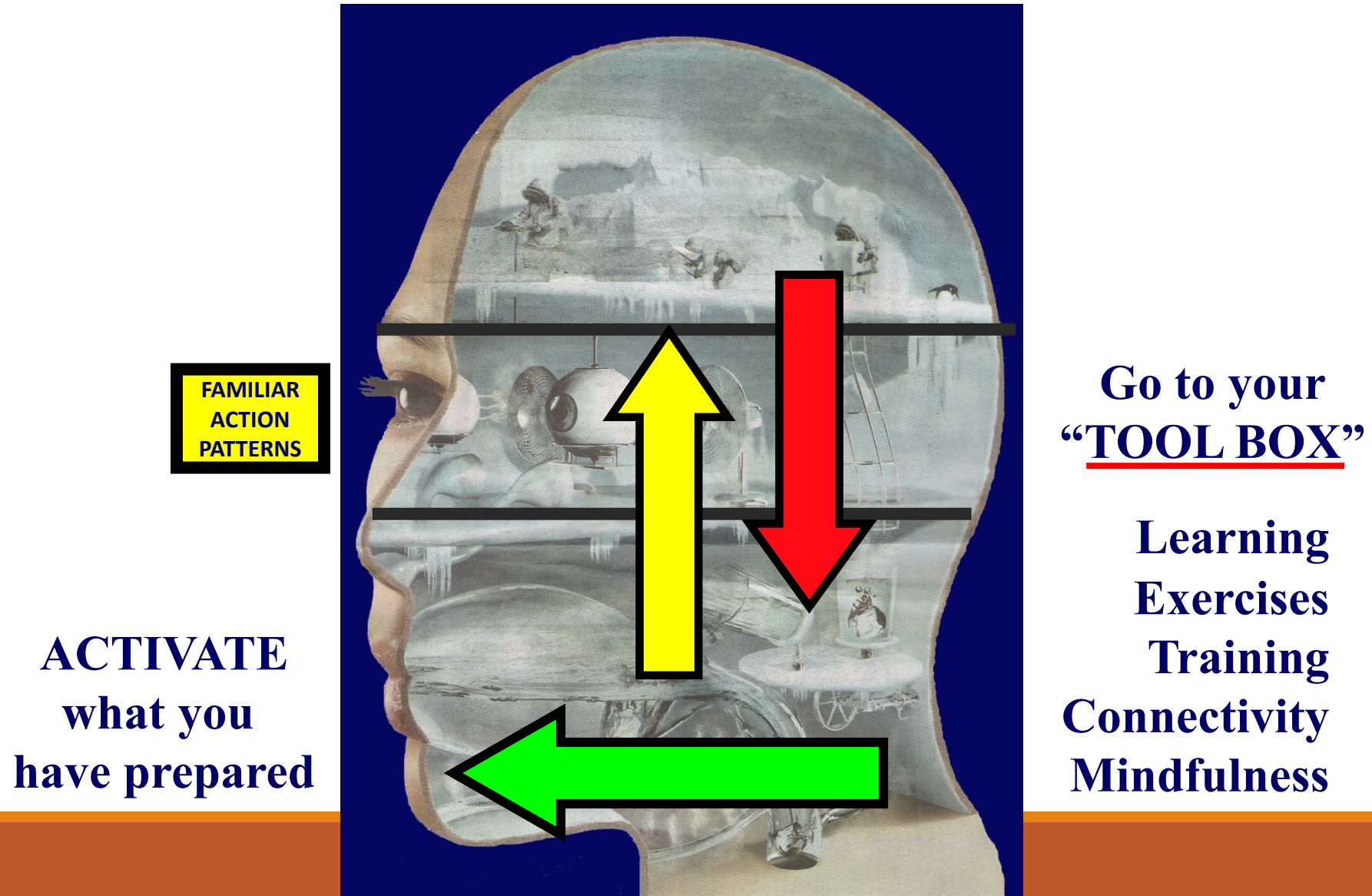
YOUR BRAIN IN CONFLICT: AMYGDALA HIJACK



Go to the
“BASEMENT”

Triple “F”
FREEZE
FLIGHT
FIGHT

YOUR BRAIN IS TRAINED RESPONSE TO A CONFLICT



THE EVOLUTION OF YOUR BRAIN

BOTH PRIMITIVE AND SOPHISTICATED



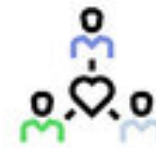
**At times,
your brain
has a mind of its own...**

...particularly during times of crisis, big and small

Core Values

Core values are the essential, authentic, and enduring guiding principles which prescribe and drive the conduct of individuals in the organization and help guide daily work and decision making

Core Values



LOYALTY



PASSION



HONESTY



EFFICIENCY



RELIABILITY



DEPENDABILITY



OPTIMISM



POSITIVITY



COMMITMENT

Seeking and Gaining Feedback

360 Degree Feedback

- Process through which feedback from a person's direct reports, colleagues, and supervisor(s), as well as a self-evaluation by the person is gathered
- Such feedback can also include, when relevant, feedback from external sources who interact with the person

Feedback is a gift!

QUESTIONS
