Get Smart About Your Career Using Emotional Intelligence

Presented by Elayne Chou, Ph.D.

Brought to you by the Caltech Alumni Association
4 Dimensions of EQ

• Self-Awareness
• Self-Management
• Social Awareness
• Relationship Management
Why EQ is Important for your Career

• EQ counts twice as much as IQ does for success

• EQ helps you stand out more in tech and science fields than in other fields

• You can derail your career with poor EQ

• The world of work is changing

• Important 21st century job skills are enhanced by EQ
• Does it naturally get better as we age?

• How is emotional intelligence developed/nurtured?

• What is the most effective way to actively learn EQ?

• Can you really teach it to Teachers?!
Developing Your EQ:

Self-Awareness

• Solicit feedback from others about your strengths and weaknesses

• Keep a log of “lessons learned”

• Seek coaching or mentoring

• Try new things and stretch assignments

• Assess and reflect on your feelings
Developing Your EQ: Self-Management

• Practice expressing different emotions than you typically would in situations

• Similarly, experiment with new behaviors

• Practice breathing techniques to manage stress

• Mentally rehearse new approaches

• Harness self-talk to manage emotions
Developing Your EQ: Social Awareness

- Practice the Platinum Rule
- Watch people’s non-verbal reactions to you
- Listen nonjudgmentally
- Observe people who are highly empathic or trusted
- Ask for feedback on how you can help others
- Get to know people different from you
• Let people know you appreciate them

• Deepen your conversations and be more authentic about expressing your feelings

• Connect people you know to one another

• Come through for others

• Develop your conflict management skills

• Reach out to gain buy-in for your ideas and to seek others’ input

Developing Your EQ: Relationship Management
• **Working with Emotional Intelligence**, by Daniel Goleman

• **Emotional Intelligence 2.0**, by Travis Bradberry, Jean Greaves, and Patrick M. Lencioni

• **Go Suck a Lemon: Strategies for Improving your Emotional Intelligence**, by Michael Cornwall

• **The EQ Difference: A Powerful Plan for Putting Emotional Intelligence to Work**, by Adele B. Lynn

• **The 7 Habits of Highly Effective People**, by Stephen R. Covey

• [http://www.eiconsortium.org](http://www.eiconsortium.org) (Consortium for Research on Emotional Intelligence in Organizations)

• [http://danielgoleman.info](http://danielgoleman.info) (Daniel Goleman’s blog)