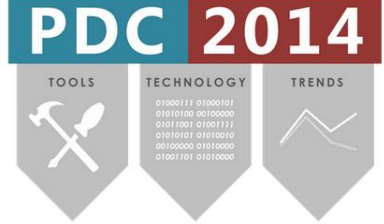




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Emotional Intelligence for Project Managers

Why It's Essential to Your
Success as a PM



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What we will cover

- ✓ What is Emotional Intelligence?
- ✓ The 4 Dimensions of Emotional Intelligence
- ✓ How we “do” our emotions
- ✓ Tools for managing emotions more effectively



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“When dealing with people,
remember you are not dealing
with creatures of logic, but
creatures of emotion.” ~ Dale
Carnegie



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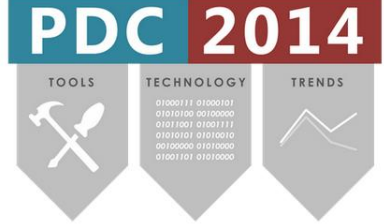
Emotional Intelligence



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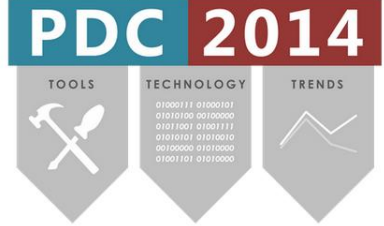
What exactly is Emotional Intelligence?



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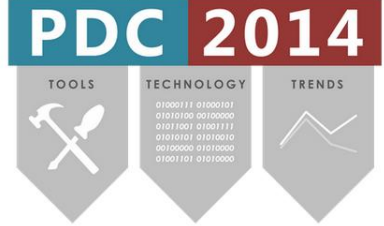
Emotional Intelligence is the ability to identify, assess, and manage the emotions of oneself, and to positively impact those of others, and of groups.



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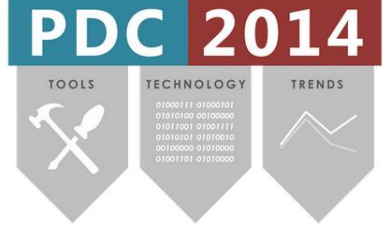
True or False? Emotions are contagious



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EI accounts for 85-90% of the difference between outstanding leaders and their more average peers.

Source: *Resonant Leadership*; Boyatzis and McKee, 2005



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There are Four Dimensions to Emotional Intelligence:



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1. Self-Awareness



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- Emotional self-awareness
- Accurate self-assessment
- Self-confidence



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2. Self-Management



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- Emotional self-control
- Transparency
- Adaptability
- Achievement
- Initiative
- Optimism



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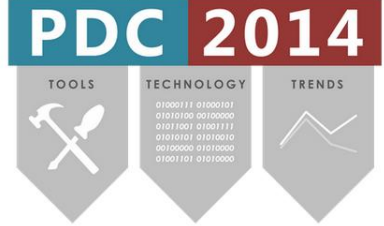
3. Social-Awareness



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- Organizational awareness
- Service



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4. Relationship Management



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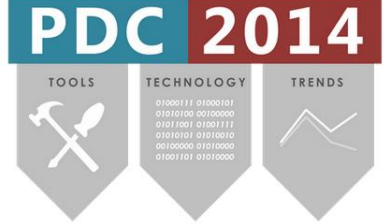
- Inspirational leadership
- Developing Others
- Change Catalyst
- Conflict Management
- Building Bonds
- Teamwork and Collaboration



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The goal is for you to build your awareness of how you're using your emotions today.



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Emotional Fitness



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Your Habits of Emotion

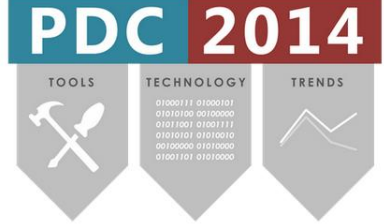




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Anger

Fear

Happy

Frustration

Self Pity

Belief

Envy

Joy

Content

Sadness

Fulfillment

Passion

Calm

Guilt

Hope

Confidence

Enthusiasm

Love



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Anger

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Which emotions do I experience consistently?

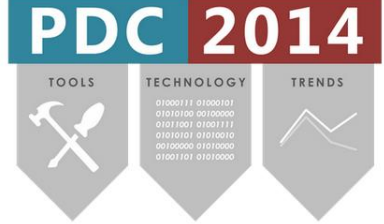
Are they the emotions I *want* to experience?



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How We “Do” Our Emotions



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Three Things:

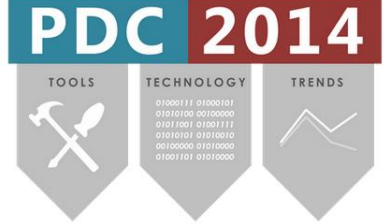




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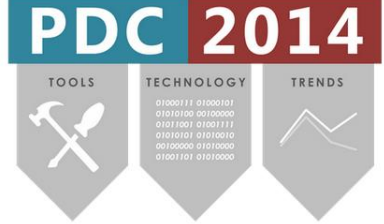
Shifting Your Emotional State



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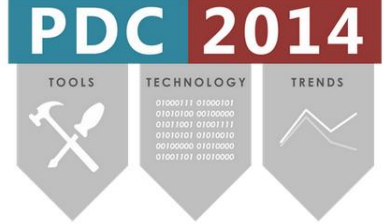
Questions to consider...



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Where in my life am I in automatic mode?



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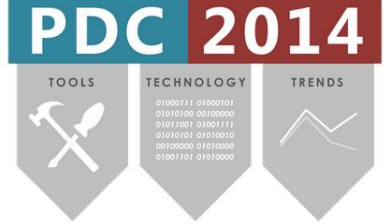
How does it impact the overall quality of my life?



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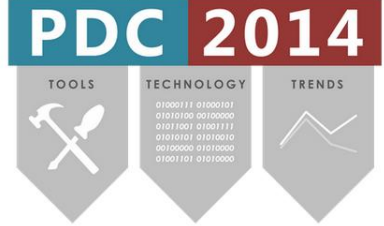
Am I seen as a leader or a liability?



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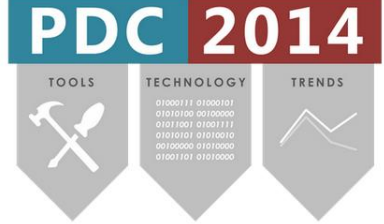
The Three Tools of State Change



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The Three Tools of State Change

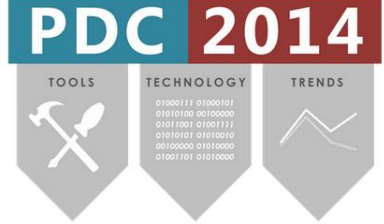
1. Focus



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The Three Tools of State Change

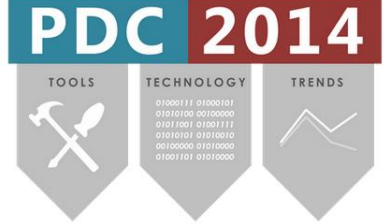
2. Physiology/Breathing



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The Three Tools of State Change

3. Language



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Mindfulness



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Mindfulness

being aware of our own inner experience (attuned to self),
and paying attention to what is happening around us
(attuned to others and the world around us).



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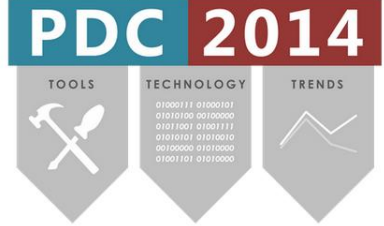
16 Test Subjects
8 Weeks
MRI's before and after
30 minutes of meditation a day



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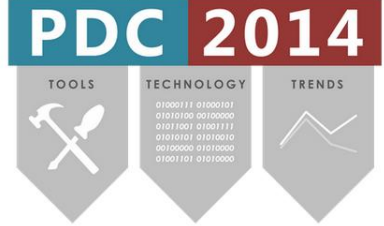
After only 8 weeks, each subject showed a marked increase in the size of their hippocampus, the part of the brain responsible for learning and memory.



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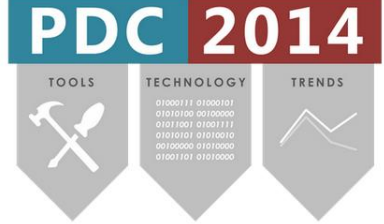
They also showed a marked decrease in the size of their amygdale, the part of the brain responsible for fear, anxiety, stress, and anger.



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We've covered a LOT of material today.

“I know this stuff.”



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REVIEW



- ✓ EI accounts for 85-90% of the difference in outstanding leaders
- ✓ There are 4 Dimensions of EI - two related to self, and two related to others
- ✓ We “do” our emotions through focus, meaning, and action



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Thank you!

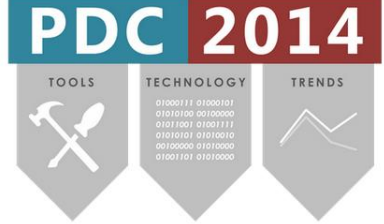
Questions?



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Contact me for more info

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- Phone: 775-750-4008
- Web: www.HumanFactorFormula.com