

If IQ stands for Intelligence Quotient, what does EQ stand for? The answer? - Emotional Quotient. Your EQ refers to how smart you are with your emotions and how well you understand the emotions of others. It turns out that high EQ is a better predictor of success than IQ. Here's an example: When 13 year old Natalie Gilbert forgot the words in the middle of the Star Spangled Banner at a Portland Trailblazer's game, Maurice Cheeks recognized her embarrassment and stepped up to put his hand on her shoulder and joined in to help her finish the national anthem. That's high EQ!

On the other hand, when Red Pollard, the jockey in the movie Seabiscuit thought he had been fouled by another jockey, he totally abandoned his race strategy in order to get revenge. In the process he lost a race he could have won. Losing his temper and trying to get even is an example of low EQ. The good news is that EQ can be improved, but you need a plan. Here's a good approach. Using your "Ideal Self" list from last week, identify where our everyday self is nearly your ideal self. We'll call these your "strengths". Next, identify where your everyday self is not close to your "Ideal Self". These are your "gaps", and we all have some. The question is, Are you working on your GAPS? Improving the GAPS is one way to increase your EQ.

LEARNING OBJECTIVE: Student will create a personal plan for improving personal EQ.

DISCUSSION: Share the statistics below.

INSTRUCTIONS: Distribute page two of the handout to students after viewing the video. Ask students to use the second page of this handout to learn about managing emotions. Responses to question #1 can be shared. Responses to questions #2 are private.

Close the GAP between the current you and the IDEAL you by managing your emotions.

Here are some tips:

- Pick just one GAP at a time to improve
- If you're working on being more patient with your little brother, practice responding to him like someone whose patience you really admire.
- If you're working on being more positive when you get bad news, experiment with some new positive thoughts about the good hidden in the bad news.
- Experiment with new ways of handling situations that normally get you upset.

Here's why it's important:

- 34% of hiring managers are placing greater emphasis on emotional intelligence when hiring and promoting employees
 - 71% value emotional intelligence in an employee more than IQ
 - 59 % of employers would not hire someone who has a high IQ but low EQ
 - For workers being considered for a promotion, the high EQ candidate will beat out the high IQ candidate 75 % of the time
- So exactly why did the hiring managers feel emotional intelligence is so important? Those with high EQ excelled at staying calm under pressure, resolving conflict effectively, behaving with empathy, and leading by example.

Statistics:

- 90% of top performers have high EQ
- EQ is responsible for 58% of your job performance
- People with high EQ make \$29,000 more annually than their low EQ counterparts

1

Think of a recent situation in which you became angry.

"My emotional response was to _____."

(What did you do?)

What happened because of your anger?



2

"If I was acting closer to my ideal self, I would have responded by _____"

What would you have done?

What benefits would that get you?