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## Week 35 Focus: Emotional Intelligence

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**Focus Question: What are the skills which are really going to move you ahead as a remote professional?**

### Description

"The research shows that for jobs of all kinds, emotional intelligence is **twice as important** an ingredient of outstanding performance as ability and technical skill combined. The higher you go in the organization, the more important these qualities are for success. When it comes to leadership, they are almost everything."

- Daniel Goleman

In the virtual space, helping team members become more proficient in developing and utilizing Emotional Intelligence skills, not only helps with getting things done, but it helps people in self-management (managing triggers, and enablers), and in building effective working relationships.

Under the umbrella of EI we can have more than a dozen skill sets – from optimism, to change catalyst, to empathy, and adaptability. It is a four-quadrant model – and emotionally intelligent people are strong in a number of skill areas.

Since the 1990s EI training has been offered to leaders. This is a skill set required by all team members. It is usually provided as a four-part model focusing on self- management, self-awareness, relationship management and relationship awareness.

### Why is this important

"Emotional Intelligence is a way of recognizing, understanding, and choosing how we think, feel, and act. It shapes our interactions with others and our understanding of ourselves. It defines how and what we learn; it allows us to set priorities; it determines the majority of our daily actions. Research suggests it is responsible for as much as 80% of the "success" in our lives." — J. Freedman.

### Activity

Spend some time learning more about Emotional intelligence. You may wish to do one of many EI assessments available in the books listed in this week's reading list or reach out to us to learn more about the Agile EQ Everything DiSC assessment we offer. Email us at [jennifer@potentialsrealized.com](mailto:jennifer@potentialsrealized.com).

"Emotional intelligence, more than any other factor, more than I.Q. or expertise, accounts for 85% to 90% of success at work... I.Q. is a threshold competence. You need it, but it doesn't make you a star. Emotional intelligence can."

Warren Bennis

### Why is this important?

#### Resources for Follow-up

Check out these books:

- » **Never Eat Alone** by Keith Ferrazzi
- » **Primal Leadership** by Daniel Goleman
- » **The EQ Edge** by Howard Book & Steven J. Stein
- » **Make Your Workplace Great: 7 Keys to an Emotionally Intelligence Organization** by Steven J. Stein
- » **Leading with Emotional Intelligence** by Reldan S. Nader