



••• Emotional Intelligence

Research has proven that our emotional intelligence (EQ) is more reliable in predicting success than our intelligence quotient (IQ). In this course, we explore the topic of EQ and how to develop our own EQ; thereby increasing our success with our career and relationships both inside and outside of the workplace.

Emotional Intelligence is the capacity to recognize and effectively manage emotions in ourselves and with others. Emotional intelligence increases our ability to make effective decisions, build relationships, deal with stress, and cope with change.

As prework, participants take the Bar-on EQ-i Inventory. This inventory is the first scientifically validated and most widely used EQ assessment in the world. The EQ-i Inventory examines an individual's social and emotional strengths and weaknesses. After completing the inventory, participants will receive a comprehensive report, which they will utilize during the session.

The course begins by defining EQ and identifying why EQ is important to organizational, team, and personal success. Participants will learn how emotions affect the brain, giving participants a fundamental understanding of the physiology of emotional intelligence.

Next, the four-part Emotional Intelligence Model is introduced and becomes the structure for the day's activities. The two skills emphasized in the model are personal and social skills, each of which brings multiple layers of self-improvement.

The course ends with participants creating an EQ development plan where they identify both personal changes they wish to make and the behaviors needed to make these changes. To further strengthen their development, they then share their plan with a partner who will provide feedback and final insights.



Objectives

After completing this course, you will be able to:

- Define emotional intelligence and how it relates to personal and organizational success
- Apply tools to increase personal skills: self-awareness and self-management of personal emotions
- Analyze and interpret online assessment results from the EQ-I Inventory
- Apply tools to increase social skills: recognizing the emotions in others and responding to those emotions

Key Outcomes

- Improved decision making
- Improved business relationships
- Improved management of people

Duration | This course has an 8-hour agenda

Target Audience | Manager of People

Class Size | This course is designed for up to 12 participants

Available Language | English

• • • For more information about **Emotional Intelligence**, please visit www.gpstrategies.com



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