



CULTIVATING EMOTIONAL INTELLIGENCE

→ Boost your EQ to to navigate complex feelings and build stronger relationships



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PRESENCE AND PARTICIPATION

Mindful of our time together



FOCUS

Based on Daniel Goleman's 4 core competencies of Emotional Intelligence (EQ), we will dive into understanding the components of EQ, recognizing low and high EQ traits, and addressing challenges to cultivate emotional intelligence.

INTENT

To equip you with the knowledge and tools to enhance your emotional intelligence in both personal and professional contexts, especially during conflicts and stressors.

OUTCOME

You can expect to walk away from this workshop with heightened self-awareness, improved interpersonal skills, and practical strategies to manage emotions effectively.





EMOTIONAL INTELLIGENCE

A set of emotional and social skills that collectively establish how well we:

- Perceive and express ourselves
- Develop and maintain social relationships
- Cope with challenges
- Use emotional information in an effective and meaningful way



THE 4 PILLARS OF EMOTIONAL INTELLIGENCE



SELF AWARENESS

Understanding emotions and recognizing their impact.



SELF REGULATION

Effective management of emotions and responding appropriately.



SOCIAL AWARENESS

Understanding others' perspectives and showing empathy.



RELATIONSHIP MANAGEMENT

Building and maintaining strong healthy relationships.

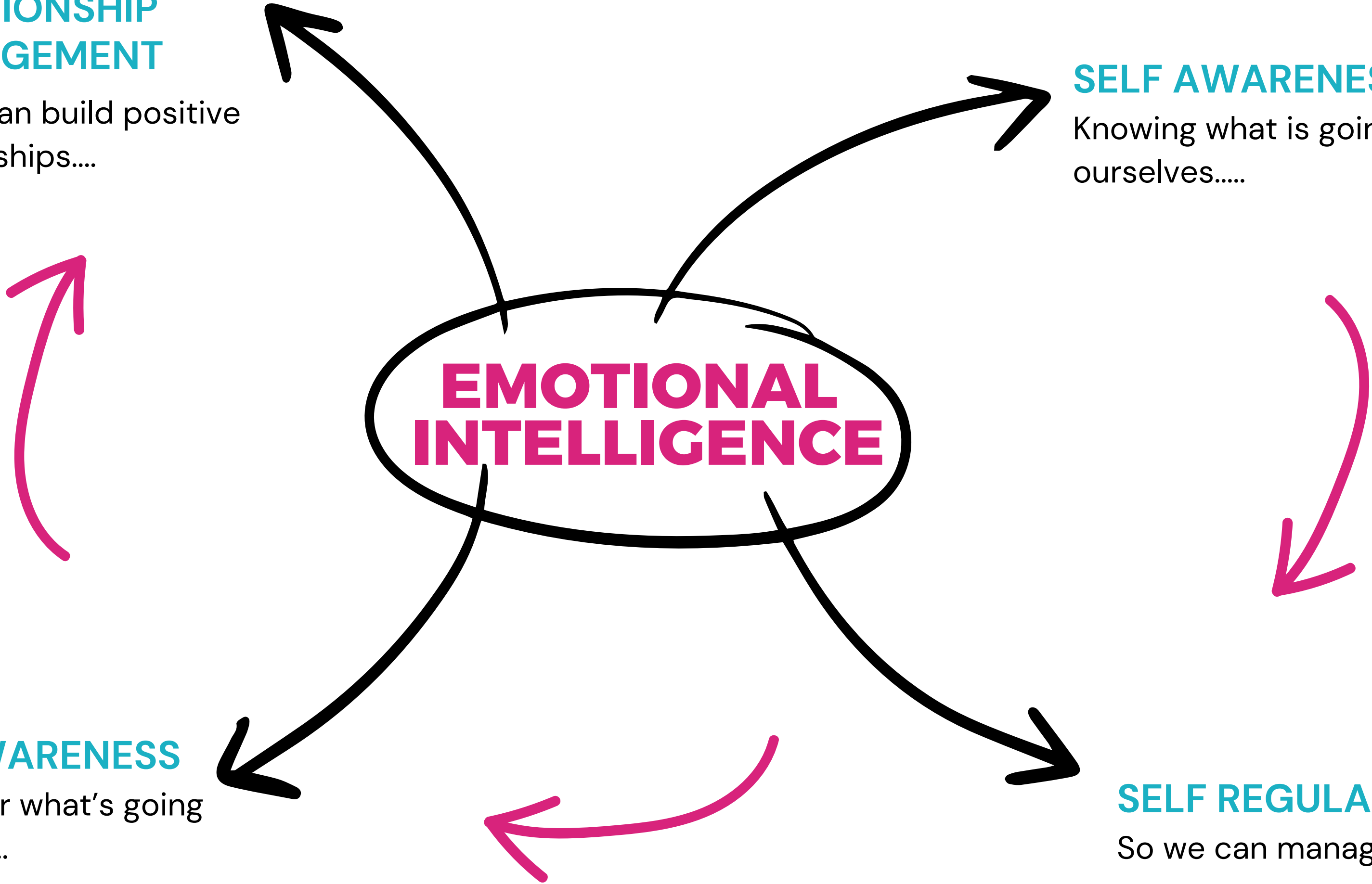
RELATIONSHIP MANAGEMENT

So we can build positive
relationships....

SELF AWARENESS

Knowing what is going on with
ourselves.....

EMOTIONAL INTELLIGENCE



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graph TD; EI((EMOTIONAL INTELLIGENCE)) --> RM[RELATIONSHIP MANAGEMENT]; EI --> SA[SELF AWARENESS]; EI --> SR[SELF REGULATION]; EI --> SW[SOCIAL AWARENESS];
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SOCIAL AWARENESS

So we can hear what's going
on for others.....

SELF REGULATION

So we can manage it.....

WHY DOES IT MATTER?



Evolving Leadership Expectations

Leadership today demands more than just driving results; it's about inspiring and connecting with teams.

The Rise of Emotional Intelligence

Leaders who are self-aware and emotionally attuned foster trust, collaboration, and stronger team dynamics.

Building Relationships, Not Just Managing

Effective leaders prioritize relationships and emotional well-being, creating a culture of engagement and growth.

Adapting to the Modern Workplace

Emotional intelligence equips leaders to navigate diverse teams, remote work challenges, and fast-changing environments.

**LOCK IN
YOUR GUESS**



EQ: THE REAL POWER MOVE

67%

of the competencies that led to people's
success were emotional intelligence
competencies

STAT
STORY

HIGH AND LOW EQ

Common Characteristics

Underdeveloped EQ

- Relationships are often unsatisfying
- Easily disconnects from others or stays in unhealthy relationships
- Highly reactive
- Low capacity for chaos
- Rigid or brittle under stress
- Can be immobilized, moody, resistant, or erratic
- Low trust in self & others

Highly Developed EQ

- Relationships are easy, enjoyable, & rewarding
- Connected
- Flexible, resilient, rapid recovery
- Relationships are easily repaired
- Wide tolerance for differences
- Very positive
- High trust of self & others
- Takes responsibilities

CHECK IN

Recall your experience working with a leader who either had **very high or low emotional intelligence**. How did they make you feel?



Anyone can become angry – that is easy. But to
be angry with the right person, to the right
degree, at the right time, for the right purpose,
and in the right way – that is not easy.

– Aristotle

EMOTIONAL INTELLIGENCE

Self Assessment

ACCESS ASSESSMENT

1. Click URL link in the chat

OR

2. Use phone to scan QR code



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REFLECTING ON MY OWN EQ

When I Shine vs When I Struggle

AT MY BEST I:

1.

2.

3.

4.

AT MY WORST I:

1.

2.

3.

4.

EQ ROADBLOCKS: WHAT HOLDS US BACK?

Amygdala Hijack

The amygdala is part of the limbic system, which regulates emotional and behavioral responses. An amygdala hijack is a fight-or-flight response to stress.

Amygdala's Response

- Threat / Trigger
- Adrenaline
- Cortisol



Physiological Response

- Rapid heart rate
- Shallow breathing
- Action, not relaxation



Cognitive Functions

- Prefrontal cortex
- Loss of perspective taking
- Disorientation



Memory Impairment

- Difficulty recalling positive memories
- Memory – untrustworthy

BRAIN FREEZE: HOW TO COOL DOWN IN CONFLICT

Mindfulness

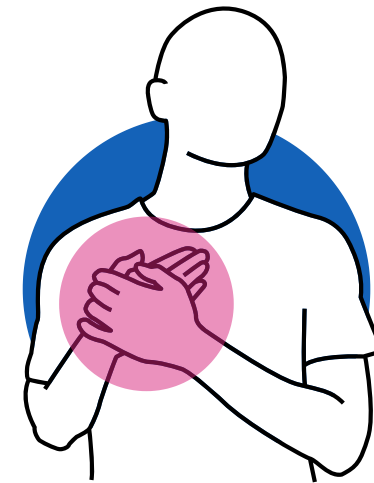
Practicing mindfulness in the middle of a conflict demands a willingness to stay present, to feel intensely, to override our negative thoughts, and to engage our breath to maintain presence with the body.



Staying present



**Letting go of
the story**



**Focus on the
body**



Breathe

STRATEGIES FOR IMPROVING EQ

Cultivating emotional intelligence skills involves dedicating time and effort to self-reflection, practicing mindfulness techniques, and actively seeking opportunities to empathize and connect with others on a deeper level.



Self Reflection

- Pause and be present
- Notice thoughts, body, emotions
- Name what you experience
- Spot reaction patterns
- Acknowledge and label feelings

Self Regulation

- Identify and name your emotions
- Pause before reacting
- Choose responses that align with your values and goals
- Practice techniques to stay calm and intentional



STRATEGIES FOR IMPROVING EQ



Social Awareness

- Practice empathy
- Listen *actively* to others
- Seek to understand perspectives and emotions
- Show genuine compassion

Relationship Awareness

- Communicate openly and authentically
- Consider others' feelings and needs
- Resolve conflict with respect
- Collaborate and offer support



EMOTIONS AT WORK

Selective Vulnerability

Opening up to your team while still prioritizing their boundaries, as well as your own

- 01 Figure yourself out
- 02 Regulate your emotions
- 03 Address feelings w/out becoming emotionally leaky

- 04 Provide a path forward
- 05 Avoid oversharing
- 06 Read the room

ADDITIONAL RESOURCES

Books:

- *Leading Teams with Emotional Intelligence*, Daniel Goleman
- *No Hard Feelings: Embracing Emotions at Work*, Liz Fosslein and Mollie West Duffy

Articles:

- HBR article: Calming your Brain During Conflict
- Daniel Goleman "Leading Teams with Emotional Intelligence"
- Forbes article: Why EI is crucial for Effective Leadership
- Forbes article: Is EI the Number One Indicator of a Good Leader?
- HBR article: How Leaders Can Open Up to Their Teams Without Oversharing

CALL TO ACTION

Now what?

**What is one thing you're going to do differently
after this session?**

THE SOAR EXPERIENCE

Transforming potential into performance

- **Accelerates growth into senior roles**
- **Peer-to-peer learning that builds skills & confidence**
- **20 years of experience developing diverse leaders**
- **Real results: growth + performance + promotions**

TALK WITH US



HOW SOAR MOVES WOMEN
FORWARD IN MANUFACTURING



THANK YOU!

→ Leadership growth isn't a finish line—it's a practice. Keep choosing it, and you'll keep expanding what's possible.

