



THE
LEADERSHIP
INCUBATOR

EQ-i 2.0 Learning Nuggets

Self-Regard

Knowing how you are doing has a powerful and significant impact on your overall self-esteem. Receiving feedback on your strengths and areas for enhancement are important to measure your success.

Find experts/thought leaders to follow- they are a great source of feedback

Always check-in on your performance- never check out

Received positive feedback? Celebrate it!

Self-Actualization

Having a clear vision is paramount to leading through times of intense change. Be okay with not achieving goals right away, as long as you are moving towards your vision.

Ask what is motivating you and your team members

Rethink today's priorities and set smaller digestible goals

Shift from long-term to short-term planning

Emotional Self-Awareness

Being aware of your own emotions puts
you in charge!

Openly discuss
challenges/
anxieties

Label emotions
and notice when
they change

Insert a break
between meetings-
especially virtual
ones

Emotional Expression

Knowing when and how to express yourself will help you get the most out of your emotions; from building authentic relationships to getting the work done. Emotions prioritize what you need to pay attention to.

Keep
distressing
emotions in
check; not
suppressed

Disengage
(yourself) to
engage (with
others)

Write down a
few words that
describe how you
are feeling, before
you express it

Assertiveness

Words have weight; therefore, manage the message. This is particularly important in virtual working conditions where context can be missing.

Encourage respectful open conversations

Use 'I' statements instead of 'you'

Test drive a tough conversation with a trusted friend

Independence

Embracing new ways of working can empower your team to truly own how they accomplish objectives, allowing you all to be a little more self-directed.

Create space for others to shine

Post-mortem a recent decision you made. What can you learn for next time?

Not feeling confident to act?
Pilot test your idea

Interpersonal Relationships

Deepen your interpersonal relationships. Build stronger, more meaningful connections while increasing the engagement and productivity of your team.

Swap stories of imperfection; be transparent about your learnings

Set up frequent 15-minute chats or check-ins

Laughter relieves stress and acts as social glue

Empathy

Investing the time to truly grasp how someone is coping is to develop genuine compassion for their personal experiences. Especially when the pressure is on, carve out time to:

Offer help.
Including non-
work-related tasks.

Ask: "How are
you feeling?"

Find the right
words to relate
and reassure

Social Responsibility

As a leader and responsive ambassador of the larger team, acting in the interests that go beyond yourself ensures you all succeed.

Do your objectives connect to the broader vision?

Every bit of support counts. Brainstorm activities that you can all engage in

Renew communication with lost contacts/networks

Problem Solving

When facing uncharted territory the ability to detach emotions from addressing challenges confidently steers the team towards favorable outcomes.

Label the emotions involved, extract information from them

Explain the problem to a trusted peer

Check out how your competition is approaching the problem

Reality Testing

Maintaining a realistic perspective is a vital leadership skill to ensure you are a guiding compass for your team in a quickly changing environment.

Check the perspective of someone outside of the situation

Gut-check+fact-check = balance emotions with data

Identify what is clouding judgment

Impulse Control

Wait!! Intentionally taking the time under trying circumstances to weigh the pros and cons before rushing to a decision is an admirable leadership skill that boosts your credibility with your team.

10 second
delay/walk
away before
responding

Write down
your triggers;
watch for them
particularly when
under pressure

Test drive
your response
with a trusted
peer;
you'll have time
to cool off

Flexibility

When unknowns arise, showing interest in how people are coping or resisting those changes is critical to the team's future success.

Acknowledge emotions by discussing them

Change is personal. Be sensitive to the different ways people approach change

Explore alternate solutions

Stress Tolerance

Stress arises and shows up differently for everyone. Particularly when the pressure is on and the world is in major flux, leaders need to harness stress for its energy in order to remain resilient.

Calm the mind
for 5 minutes
before jumping
into your next
meeting

Mountain or
molehill?
Contextualize
the size of the
problem

Share a story of
team/personal
resiliency

Optimism

Believing that a challenging circumstance is temporary and finding the bright side when you don't feel in control is a super-strength that you can benefit from in times of uncertainty.

Optimism can be learned- view a setback as fleeting and changeable

Encourage 'blue-sky' thinking, brainstorm opportunities together

Look for the good in everything-it is out there

Well-Being/Happiness

Happiness is a rich emotion that can have a lasting impact on the type of legacy you want to leave behind. Happiness can help move you and others through times of chaos and crisis; it's the long-lasting fuel you need to overcome tough days.

Surround
yourself with
positive people

Exchange
positive mental
and physical
health
activities

Attitude of
gratitude- write
down 5 things you
are grateful for
today



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