

OARTeL™ Talent Management - Emotional Intelligence 101



Module Number: TMEI101 **Module Duration:** 20 minutes **Language:** US English

Module Format: OARTeL — On-Demand Assessment and Remediation Tool

Module Overview:

Emotional intelligence has become increasingly popular as a measure for identifying effective leadership. Poor people management can lead to underachieving staff, limited cooperation among teams, increased conflict and the loss of key talent.

What's more, the link between emotional intelligence and well being is clear as the pressures of demanding workplaces require personal and social skills to manage stress and maintain effective relationships.

Emotional intelligence differs from IQ or cognitive intelligence and is a greater determinant of success in life than IQ! Keep in mind, however, that emotional

intelligence and IQ are not opposing competencies, but rather, separate ones.

This module allows you to learn more about the foundations of emotional intelligence and its components. It includes practices for building your emotional intelligence and applying what you've learned in your workplace and your personal life.

The questions have "grey areas" and responses that are partially correct. You read each question and review the possible responses. Scores are broken into 3 ranges, representing low, moderate, and high knowledge of the domains of emotional intelligence.

At the end of this module, as you review your responses, you will see an explanation of why your response was on target, or why it was not. Even if your first response was not exactly a bull's eye, you will learn why it was not, and what the best response is. There are recommendations for readings and activities in all 3 ranges.

Use your curiosity and approach this survey not as a right or wrong test, but as a learning experience to increase your capacity to build your emotional intelligence.

Audience:

All those who want to increase their understanding and capacity for emotional intelligence, including executives, managers and individual contributors.

Participants Will Learn:

- The five domains of emotional intelligence
- Techniques for self-management
- Practices for developing empathy
- The correlation between goal achievement, self-motivation and emotionally intelligent behavior
- Basics of emotionally intelligent leadership
- The pay-offs for developing emotional intelligence

Best In Class Content

The Emotional Intelligence Module subject matter expert, Pamela Tudor of Tudor Consulting, has extensive experience providing emotional intelligence workshops and executive coaching. Pamela, with 23 years of experience working with Fortune companies and the public sector, provides experienced leadership consulting. Her mission is to create enduring success for her clients and their organizations.



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