

An aerial photograph of a field with distinct rows of crops, overlaid with a white grid pattern. The colors range from green to brown, suggesting different stages of crop growth or different types of crops. The grid lines are spaced evenly across the image.

Enhancing Emotional Intelligence Through Myers-Briggs® Type

PRESENTED BY
YOUR NAME HERE

Objectives

- ◆ Understand the importance of emotional intelligence
- ◆ Explore how to understand and effectively manage emotions
- ◆ Identify and understand both intrapersonal and interpersonal elements of emotional intelligence
- ◆ Understand the impact of Myers-Briggs® type on perception of and response to emotions
- ◆ Develop strategies for enhancing emotional intelligence

What Is Emotional Intelligence?

Selected Sample Slides

The Source of Emotional Intelligence

= COMMUNICATION BETWEEN THESE TWO AREAS



sense
signals

Selected Sample Slides

Why is emotional intelligence important?

Research shows that emotional intelligence:

- ◆ Has an impact on happiness and well-being
- ◆ Influences the quality and effectiveness of social and work relationships

Selected Sample Slides

Sources: Bar-On, R. (2005). The impact of emotional intelligence on subjective well-being. *Perspectives in Education* 23(2), pp. 41-61; Bar-On, R. (2010). Emotional intelligence: An integral part of positive psychology. *South African Journal of Psychology* 40(1), pp. 54-62; Mayer, J. D., Salovey, P., and Caruso, D. R. (2008). Emotional intelligence: New ability or eclectic mix of traits? *American Psychologist* 63, pp. 508-517.

Emotional Intelligence and Performance

CONTINUED



75% of careers are derailed for reasons related to emotional competencies, including inability to handle interpersonal problems; unsatisfactory team leadership during times of difficulty or conflict; or inability to adapt to change or elicit trust.

The Center for Creative Leadership

“Making the Connection: Leadership Skills and Emotional Intelligence”

Source: Center for Creative Leadership (2001). *Leadership in Action* 21(5), pp. 3–7.

The Elements of Emotional Intelligence

	What I observe	What I do
Intrapersonal	Self-awareness	Self-management
Interpersonal	Social awareness	Relationship management

Selected Sample Slides

Source: Goleman, D. (2011). *Leadership: The Power of Emotional Intelligence*. Florence, MA: More Than Sound. References to intrapersonal and interpersonal added.

Ground Rules:

Additional Suggestions

- ◆ Notice your reactions, thoughts, and feelings
- ◆ Understand and listen to others' perspectives
- ◆ Notice others' reactions and how their style differs from yours
- ◆ Respect boundaries of confidentiality
- ◆ Encourage openness and curiosity
- ◆ Share questions you might have
- ◆ What else?

Selected Sample Slides

Self-Awareness *CONTINUED*

Make yourself comfortable and try to tune out distractions.

Think of a recent occasion when something unexpected happened and it triggered your emotions.

Reflect on that situation as if you were reliving it; focus on:

- ◆ Who was involved
- ◆ What was happening
- ◆ The emotion(s) you were aware of at the time
- ◆ The emotion(s) you're feeling now as you remember

How People Approach the Outside World



People who prefer
JUDGING



People who prefer
PERCEIVING

Scheduled

Spontaneous

Organize their lives

Flexible

Systematic

Casual

Methodical

Open-ended

Selected Sample Slides

Source: Introduction to Myers-Briggs Type Copyright 1998, 2015 by Peter B. Myers and Katharine D. Myers. All rights reserved. Myers-Briggs and MBTI are trademarks or registered trademarks of The Myers & Briggs Foundation in the United States and other countries.

ACTIVITY Exploring the Impact of Type on Emotional Intelligence



With your partner, identify and talk about how the short description of your type applies to your emotional intelligence.

Talk through aspects that resonate with you/ apply to you, capturing key insights on page 7 of your Development Worksheet.

Review both intrapersonal and interpersonal tips for your type.

Write down and talk about two or three tips you might want to try out.



Applying Your Insights to a Practical Situation CONTINUED

	What I observed	What I did
Intrapersonal	<p>Self-awareness:</p> <p>Which factors relevant to my type helped/might have helped me in the situation?</p> <p>What tips will I try?</p>	<p>Self-management</p> <p>Which factors helped/might have helped me manage my emotions/responses?</p> <p>What tips will I try?</p>
Interpersonal	<p>Social awareness:</p> <p>Which factors helped/might have helped me understand what was going on with the other person?</p> <p>What tips will I try?</p>	<p>Relationship management</p> <p>Which factors helped/might have helped me use my awareness to manage the interaction?</p> <p>What tips will I try?</p>

Source: Goleman, D. (2011). *Leadership: The Power of Emotional Intelligence*. Florence, MA: More Than Sound. References to intrapersonal and interpersonal added.