

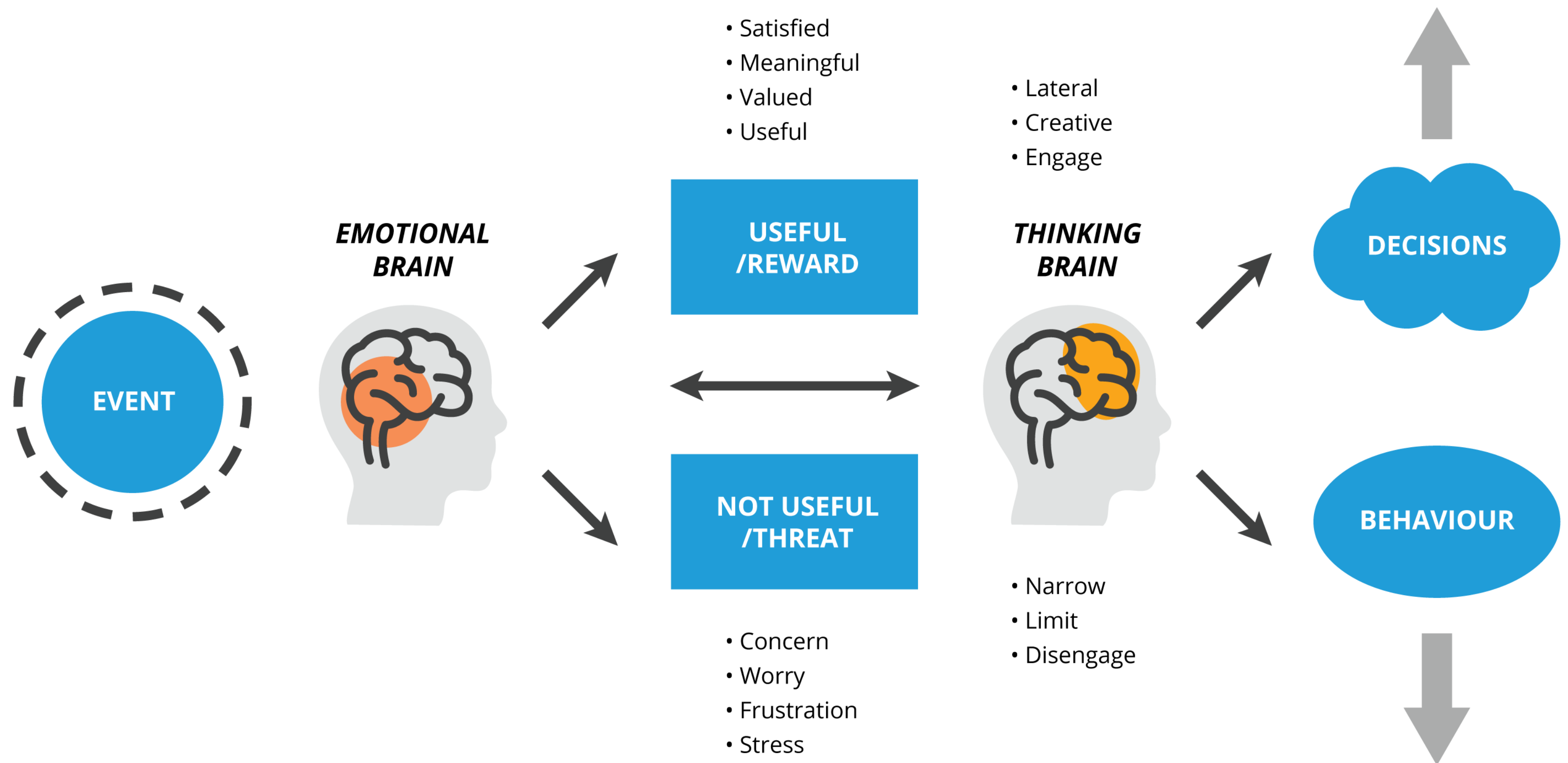


INTRODUCTION TO EMOTIONALLY INTELLIGENT LEADERSHIP

24-HR EMOTIONS ACTIVITY

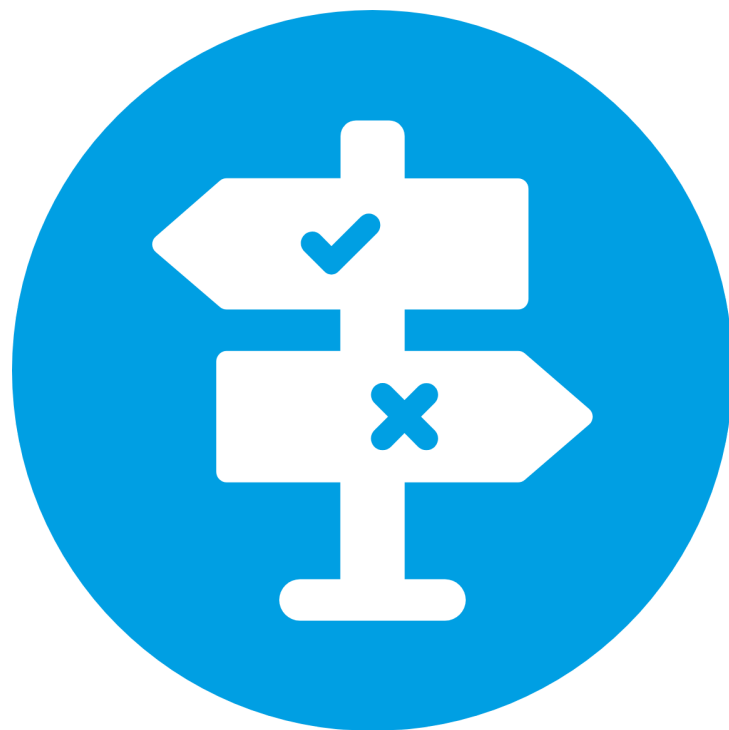
- 1. Write down as many feelings you can recall experiencing during the last 24 hours.**
- 2. Using the feelings words list prompt, write down as many feelings you can recall experiencing during the last 24 hours.**

THE SCIENCE OF EMOTIONS



EMOTIONS INFLUENCE:

DECISIONS



BEHAVIOUR



PERFORMANCE



24-HR EMOTIONS ACTIVITY

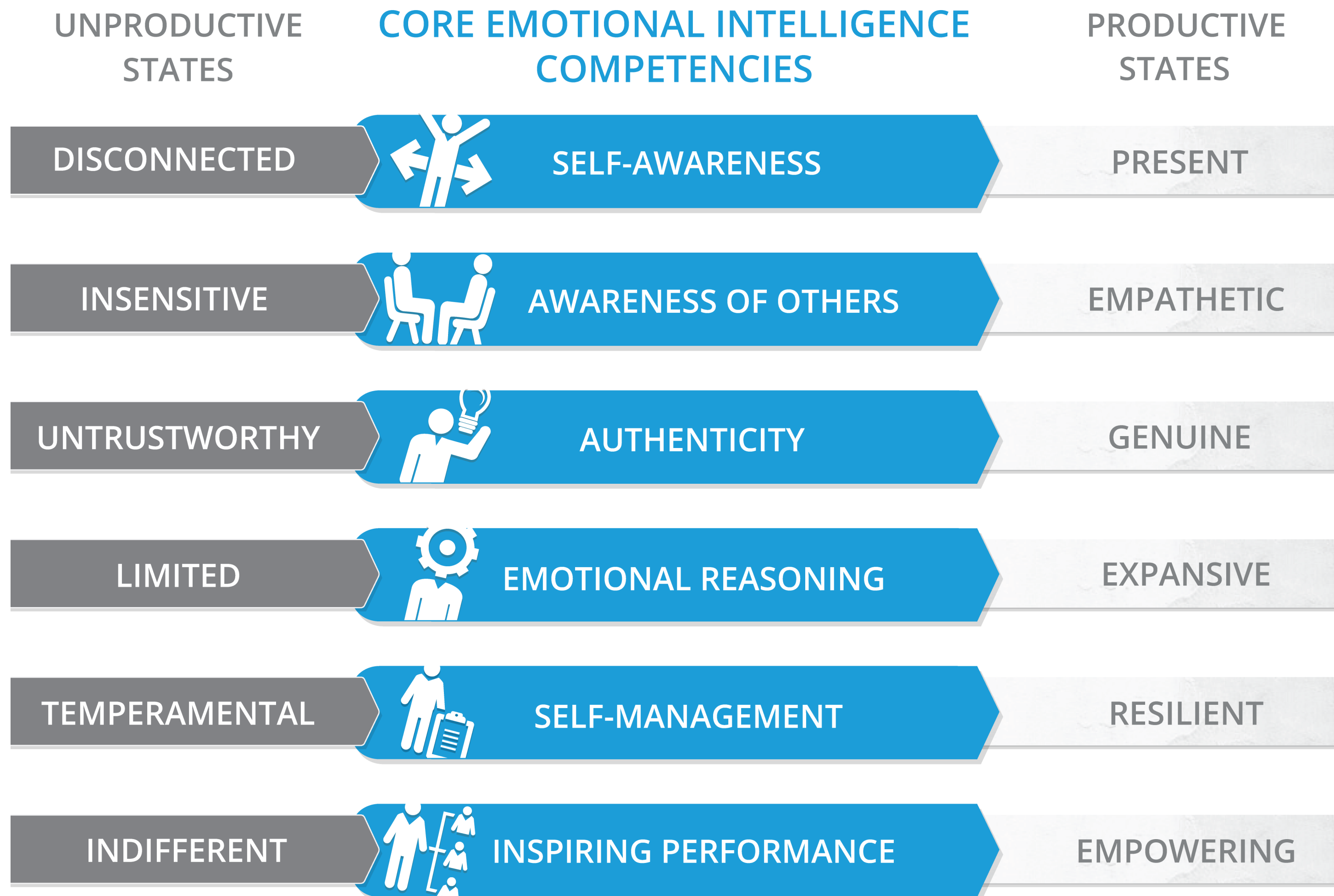
- The number in the first column of the table represents your level of emotional awareness over the last 24 hours
- You should now have a 'negative-positive ratio' for the last 24 hours
- The ratio gives us a window into our decisions, behaviour and performance over this period

24-HR EMOTIONS ACTIVITY

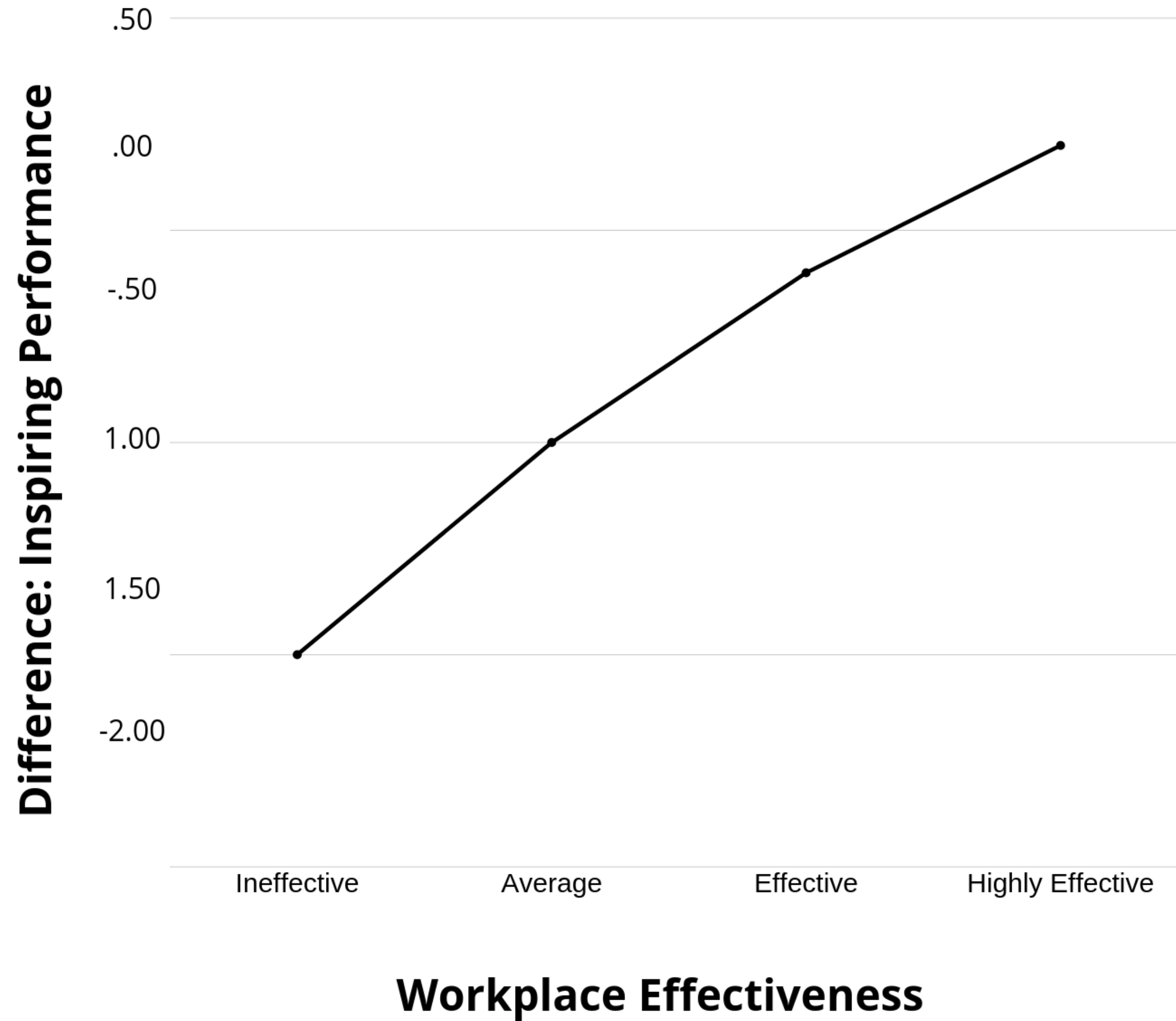
- Reflecting on your responses to the 24-hour emotions activity, how emotionally aware would you say you have been during this time?
- Was the ratio of positive to negative emotional experiences over the last 24 hours typical?
- What might the average ratio of positive to negative emotional experiences be across your team? What outcomes could this ratio be causing?

THE GENOS MODEL OF EMOTIONALLY INTELLIGENT LEADERSHIP

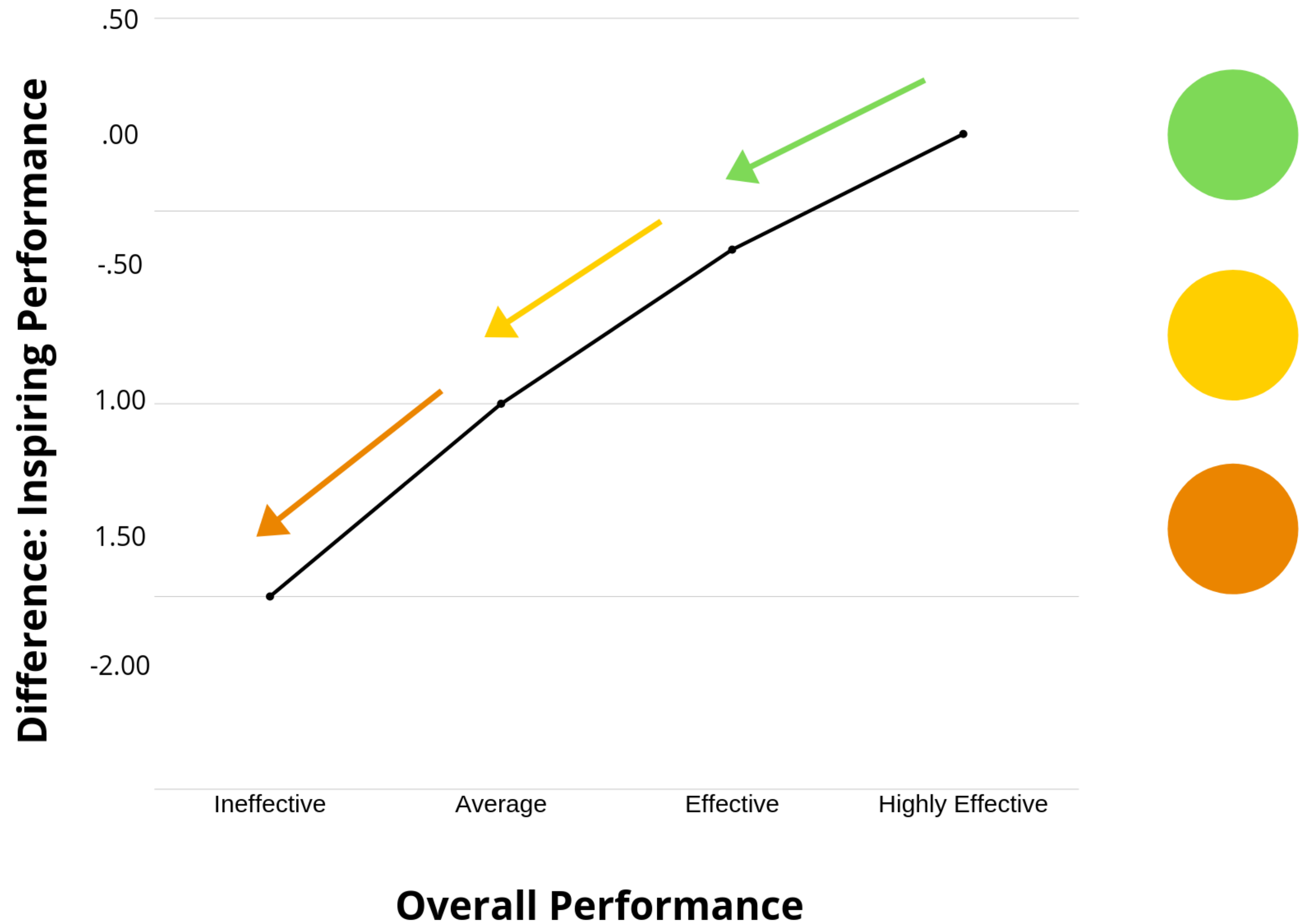
THE GENOS MODEL OF EMOTIONALLY INTELLIGENT LEADERSHIP COMPETENCIES



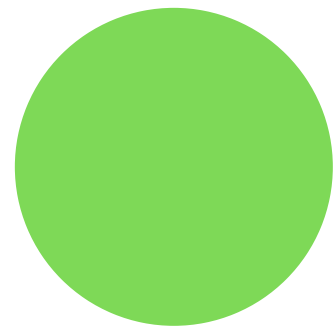
DOES THE GAP MATTER?



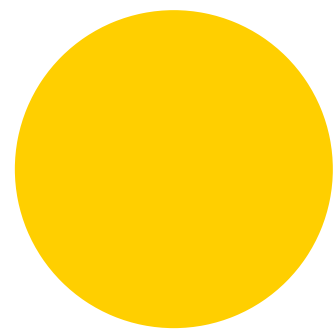
DOES THE GAP MATTER?



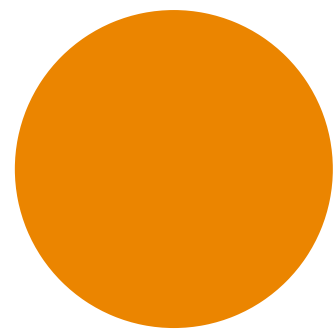
COMPARISON TRAFFIC LIGHT METHODOLOGY



Scores for importance and demonstrated within .5 of a difference are considered to be aligned. These could be your strengths.



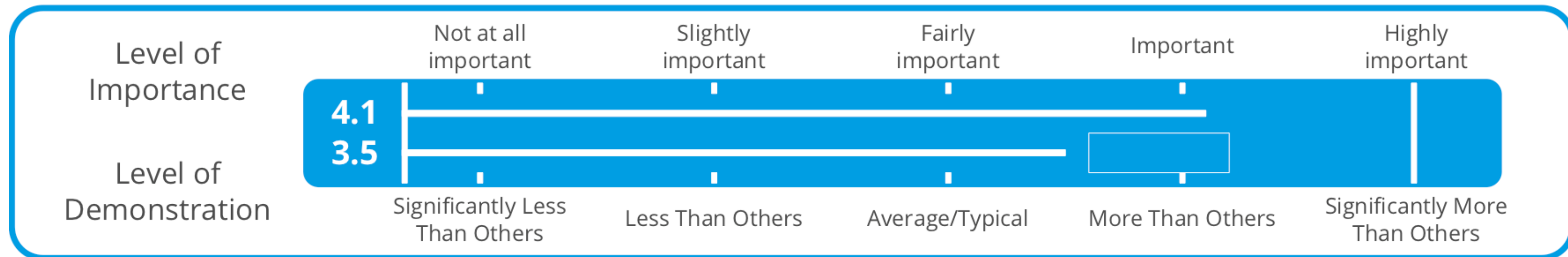
Scores for importance and demonstrated within .51 and 1 in difference are considered to be misaligned. Steps should be taken to close gaps on these behaviours.



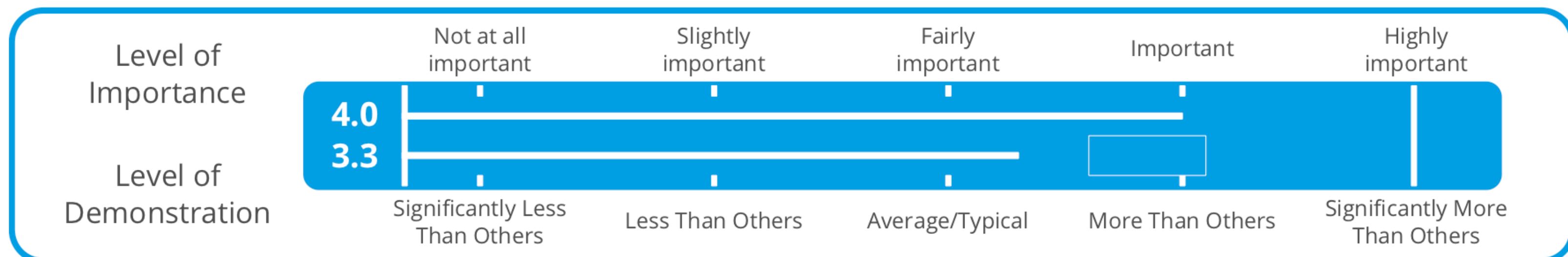
Scores for importance and demonstrated more than 1.1 in difference are considered to be significantly misaligned. Focused attention and actions should be taken to close these gaps.

HOW ARE RESULTS PRESENTED?

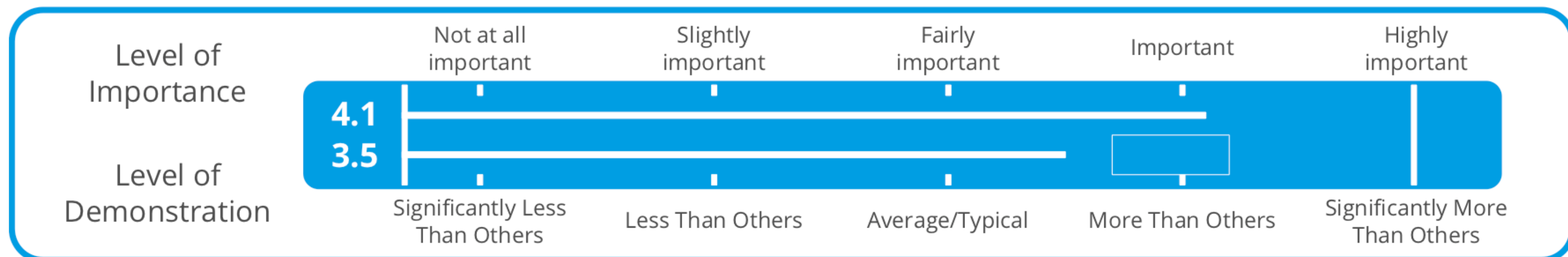
Self-Awareness



Awareness Of Others



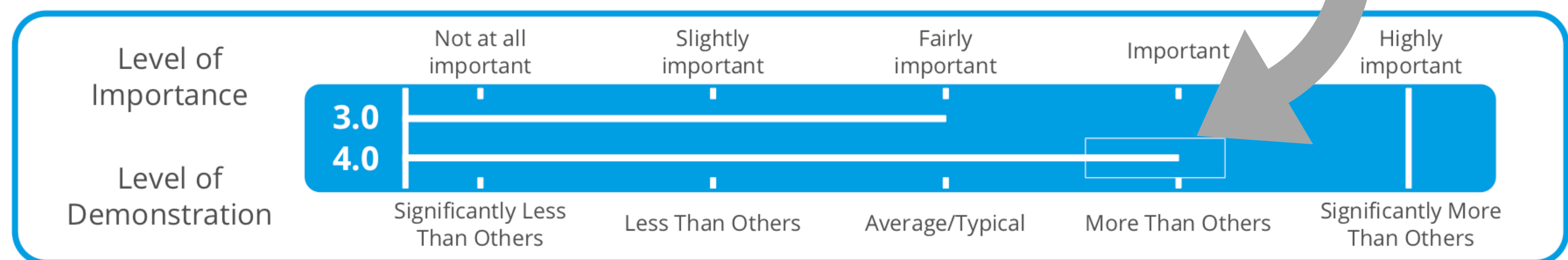
Authenticity



BENCHMARKS

The transparent rectangles represent the scores achieved by the middle 50% of the Genos benchmark group

Self-Awareness



HOW ARE RESULTS PRESENTED?

Authenticity	I	D	d	BM
1. Is open about their thoughts, feelings and opinions.	3.8	3.3	0.5	✓
2. Expresses thoughts and feelings in a way that is sensitive to those of others.	3.8	3.1	0.7	✓
3. Facilitates robust, open debate.	4.4	3.3	1.1	✓
4. Is open and honest about mistakes.	4.1	3.6	0.5	✓
5. Honours commitments and keeps promises.	4.3	3.9	0.4	< >
6. Encourages others to put forward their thoughts, feelings and opinions.	4.3	3.9	0.4	< >
7. Responds effectively when challenged.	4.1	3.2	0.9	✓

KEY: I = Level of Importance D = Level of Demonstration d = Difference BM = Benchmark

HOW ARE RESULTS PRESENTED?

QUALITATIVE FEEDBACK

The feedback below has been provided by the people nominated to rate you. Please note that their comments have been printed verbatim, without any editing or spell checking.

“As a leader Paul is always seeking input from his team to ensure smart objectives are agreed to and set with clear expectations on the task and timing whilst also holding people accountable to provide the required results when meeting targets set.”

“As a leader Paul seems unsure about how to react to strong emotional responses from others; remains calm and quiet.”

THANK YOU