

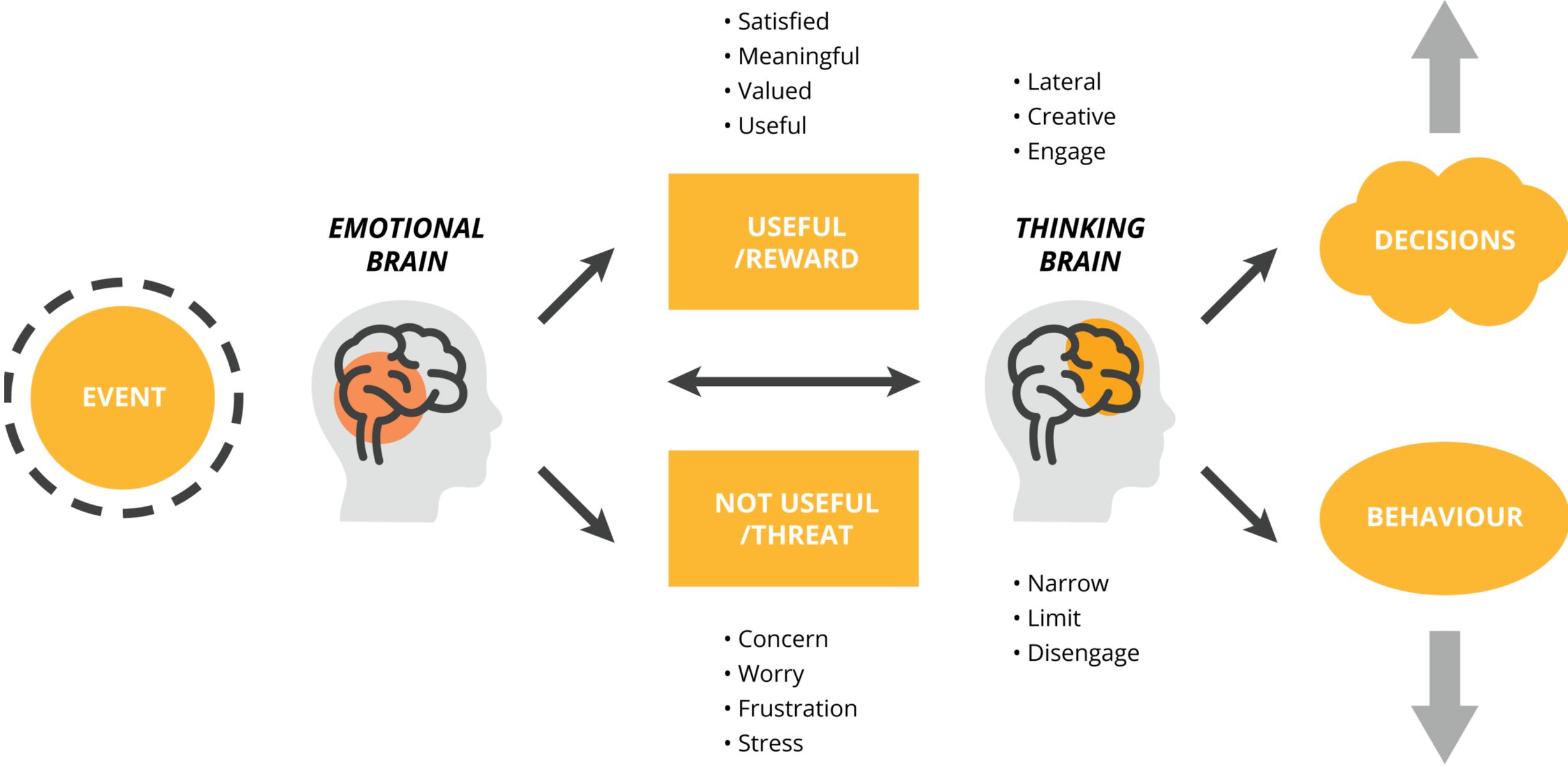


# INTRODUCTION TO EMOTIONAL INTELLIGENCE

# **24-HR EMOTIONS ACTIVITY**

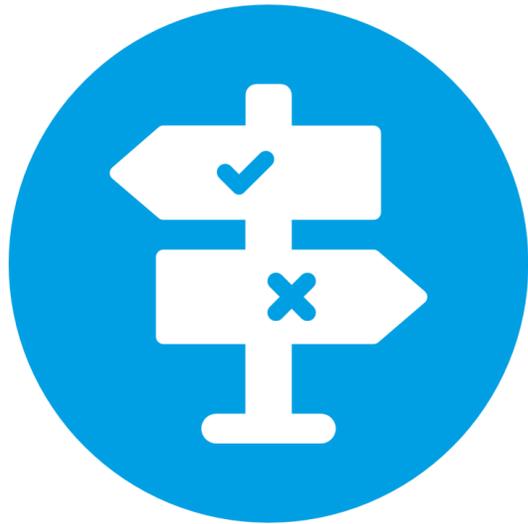
- 1. Write down as many feelings you can recall experiencing during the last 24 hours.**
  
- 2. Using the feelings words list prompt, write down as many feelings you can recall experiencing during the last 24 hours.**

# 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

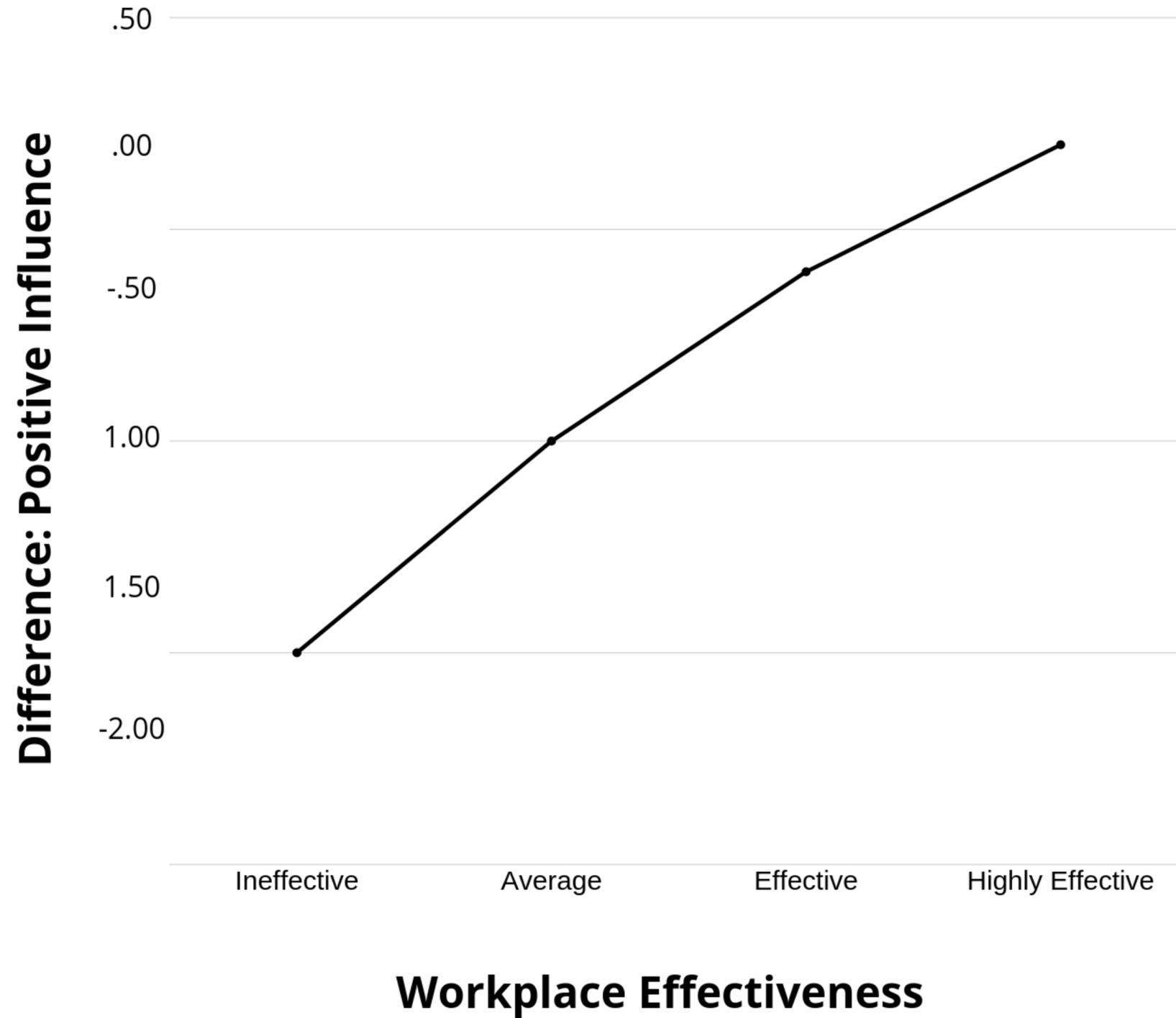
- Reflecting on your responses to the 24-hour emotions activity, how emotionally aware would you say you have been during this time?
- Was the ratio of positive to negative emotional experiences over the last 24 hours typical?
- What might the average ratio of positive to negative emotional experiences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

# THE GENOS MODEL OF EMOTIONAL INTELLIGENCE

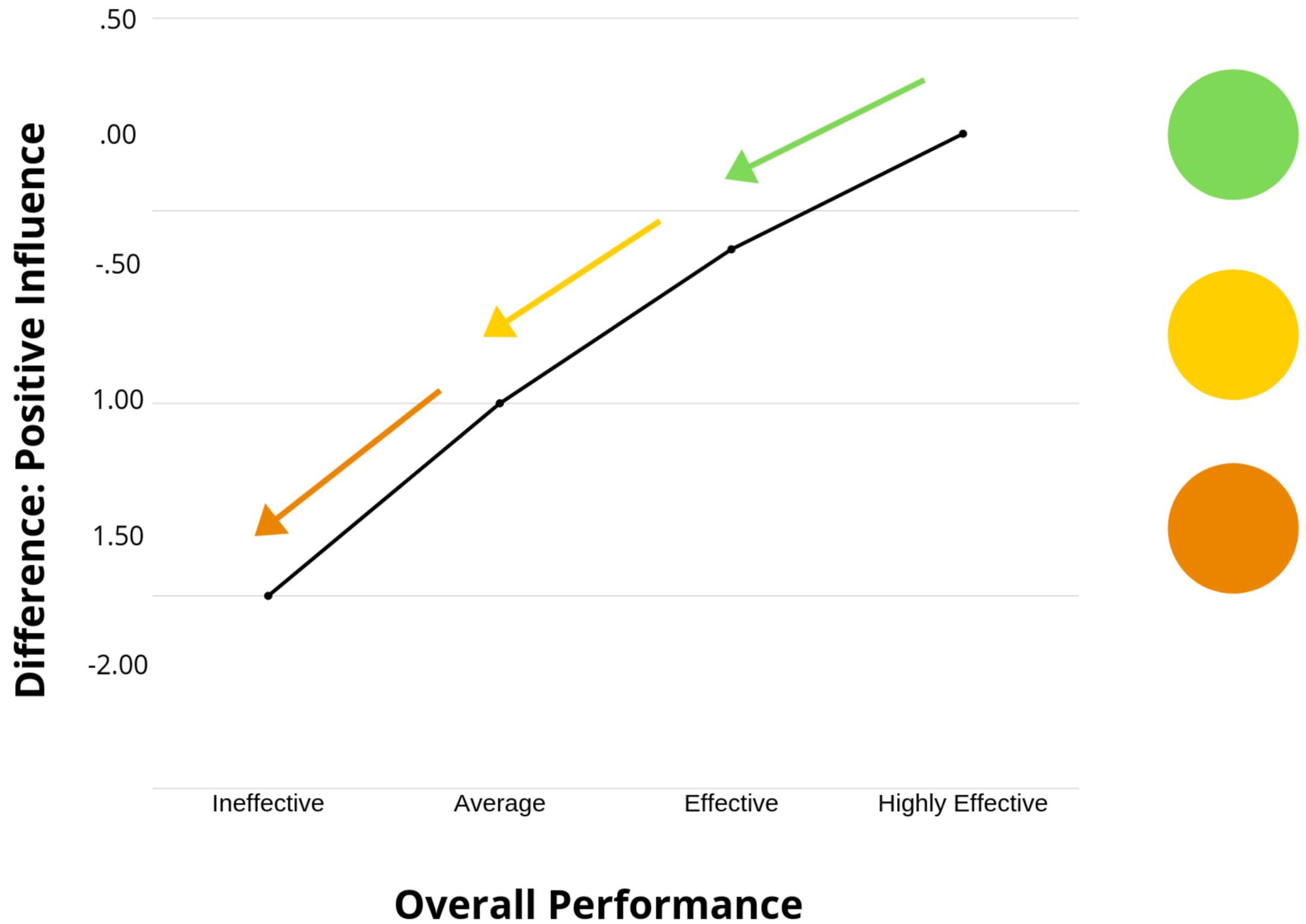
# THE GENOS MODEL OF EMOTIONAL INTELLIGENCE



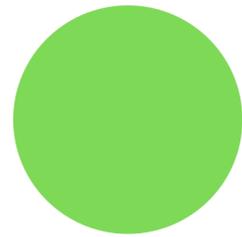
# DOES THE GAP MATTER?



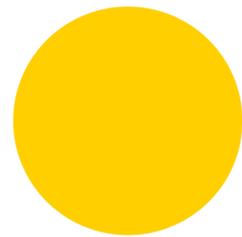
# DOES THE GAP MATTER?



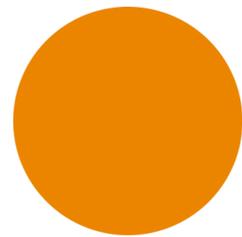
# COMPARISON TRAFFIC LIGHT METHODOLOGY



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



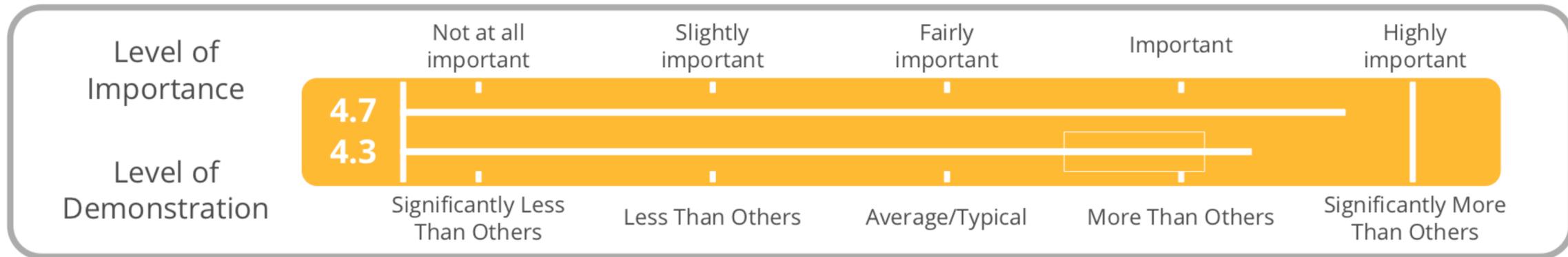
Scores for importance and demonstrated within .51 and 1 in difference are considered to be misaligned. Steps should be taken to close gaps on these behaviours.



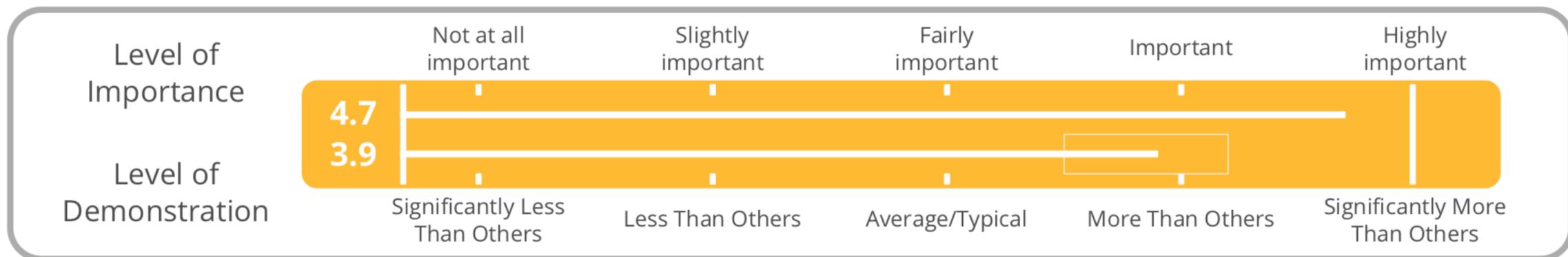
Scores for importance and demonstrated more than 1.1 in difference are considered to be significantly misaligned. Focused attention and actions should be taken to close these gaps.

# HOW ARE RESULTS PRESENTED?

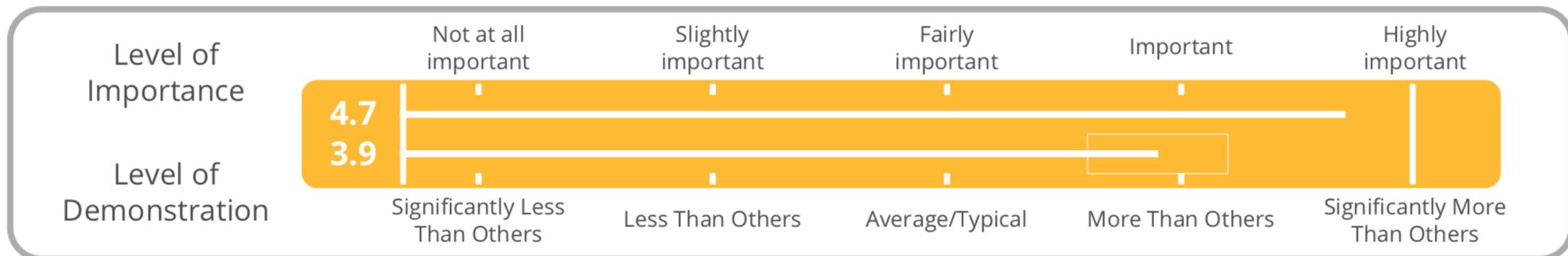
## Self-Awareness



## Awareness Of Others



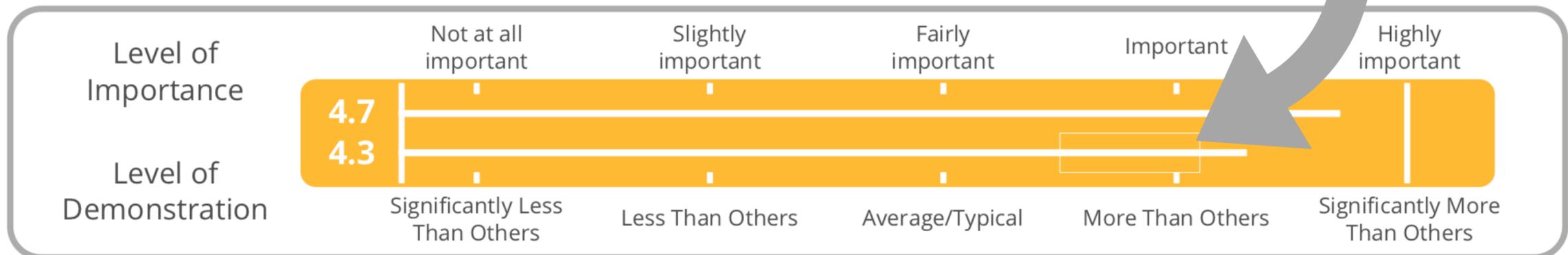
## Authenticity



# 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. Shares how they feel with others.	5.0	3.8	1.2	< >
2. Describes their own feelings in a way that is sensitive to the feelings of others.	4.8	3.6	1.2	< >
3. Expresses their feelings in the right place and time.	4.4	3.4	1.0	v
4. When necessary, facilitates challenging conversations effectively.	4.8	4.6	0.2	^
5. Is consistent in what they say and do.	4.8	4.4	0.4	< >
6. Encourages others to express themselves.	4.6	3.2	1.4	v
7. Honours commitments and keeps promises.	4.8	4.0	0.8	< >

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.*

“Paul has a tendency to be analytical to his approach to his work – this is great but on some occasions he offers too much detail and fails to see people zone-out.”

“Paul relates well to each member of the team.”

“Paul regularly checks-in with his stakeholder group, he has his finger on the pulse of his clients and is a role model for others in this area.”

“I’d like to see Paul reach out and offer more practical help to the junior members of the team – he is highly skilled in what he does and it would be great to see him pass his experience down the line.”

**THANK YOU**