

*Mastering Yourself is True Power* (Lao Tzu)

# Developing Emotional Intelligence

By Christelle Vigot

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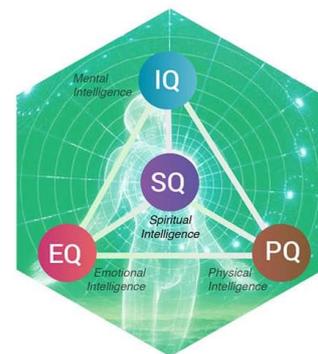
## Domains & competencies

*Developing Emotional Intelligence* is a self-paced journey designed to understand what EQ is, why and how, as a Leader in the digital area, developing EQ is the path to a more conscious, mindful and sustainable (efficient) way of being and working. It is a training program with coaching focused on identified pain points.

Emotional Intelligence is the understanding of the interactions between Mental, Body and Soul, as a way to continue to grow and thrive.

Leadership is a naturally stressful mandate, being responsible for the fate of hundreds or even thousands of other people can take its toll.

Leaders who are emotionally intelligent foster safe environments, where employees feel comfortable to take calculated risks, suggest ideas and to voice their opinions (collaborative working culture).



They can use emotions to drive the organisation forward. Leaders often have the responsibility of effecting any necessary changes in the organisation, and if they are aware of others' possible emotional reactions to these changes they are able to plan and prepare the most optimal ways to make them.

Furthermore, emotionally intelligent leaders do not take things personally, are able to forge ahead with plans without worrying about the impact on their egos and address situation without being fraught with emotions. Personal vendettas between leaders and employees are one of the commonest hindrances to productivity in many workplaces.

## Self-awareness

Self-awareness is like a deep dive to understand the root causes of our thoughts, decision-making and behaviours, which are only consequences of a personal intricate system.

*“The ability to take an honest look at your life without attachment to it being right or wrong” – Debbie Ford*

- Communication Style
- Leadership style
- Problem solving style
- Identifying underlying beliefs & values
- Cognitive dissonance & wellness wheel



## Self-management

Self-management is the taking of responsibility for one's own behaviour and well-being.

*Be not afraid of growing slowly; be afraid only of standing still – Chinese proverb*

- Emotional self-regulation  
Understanding the Role and usefulness of emotions is the key of self-regulation.
- Adaptability
- Achievement orientation  
Nurturing our personal needs to perform at our best
- Positive psychology / Building Resilience



## Social awareness

Social awareness is the ability to comprehend and appropriately react to both broad problems of society and interpersonal struggles: accurately interpret the emotions of people with whom you interact.

*The first step toward change is awareness. The second step is acceptance. – Nathaniel Branden*

- Empathy
- Organizational awareness



## Relationship management

It is all about our ability and willingness to impact in the way we want people: family, friends, colleague, and other stakeholders, in order to get the best out of others (with their full

*Time is not the main thing. It's the only thing – Miles Davis*

- Influence
- Coach & Mentor Posture
- Conflict management
- Teamwork
- Inspirational leadership



**About the author:** [Click here to view Christelle's short bio](#)