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LEADERSHIP AND EMOTIONAL INTELLIGENCE - Use “EI” to enhance leadership competencies.

What are the Personal Benefits of Emotional Intelligence?

- Greater Career Success
- Stronger Personal Relationships
- Increased optimism and confidence
- Better physical and emotional health

What are the Professional Benefits of mastering Emotional Intelligence?

- Effective Leadership skills
- Improved communication
- Less workplace conflict
- Better problem solving skills
- Increased likelihood of promotion
- The ability to unite team members toward achieving goals.

What is Emotional Intelligence?

- Emotional Intelligence is not about being nice all the time or smart all the time, It is about being aware of your feelings, and those of others and using this awareness to influence the outcome of events.
- It is about using your EIQ to influence and motivate others.
- Emotional Intelligence is not about being emotional, it is about being smart with your emotions and learning how to respond to emotionally charged situations.
- It is about being perceived as a leader; one who makes good decisions and one who solves problems.

To succeed in business you must learn to recognize the five competencies that must be developed to increase your level of Emotional Intelligence. They are:

- 1. Self-Awareness*
- 2. Self-Regulation*
- 3. Motivation*
- 4. Empathy*
- 5. Social Skills*



Emotional Intelligence is the foundation of decision making.

In the workforce today, businesses are now structured in a way that almost everyone has some level of decision making ability. As a result, it is becoming more and more important for employees to focus on and improve their decision making abilities. This may be as simple as learning from your own mistakes or learning how to make high risk decisions by understanding how your emotions influence the decision making process and finally once the decision is made how you can best influence others.

Decision making is not an "Act" it is a Process that is driven by your Emotional Intelligence Quotient:

If we take as an example the leadership competency of "making complex decisions," we can show how development of an individual's Emotional Intelligence enhances the leadership competency.

The Following is an example of using E.I. to make complex decisions:

- A leader skilled in EI makes good decisions based upon a mixture of analysis, wisdom, experience, and judgment.
- Most of his/her solutions and suggestions turn out to be correct and accurate when judged over time.
- They are sought out by others for advice and solutions.
- EI competent leaders take into consideration the emotional impact of change on others; they adjust their explanation of the change to maximize understanding and acceptance.
- They create a positive tone of cooperation even during difficult business situations.
- They identify creative solutions when under pressure.

Excerpts from:

Emotional Intelligence Skill-Building Can Enhance Leadership Competencies

by Byron Stock - Lecturer and E.I. trainer

The enhancement of Emotional Intelligence skills can provide significant value to organizations as they seek ways to help their people develop their leadership competencies. For the past 20 years, the identification and development of leadership competencies as a means of gaining competitive advantage has been a focus of many organizations. Leadership competencies "provide organizations with a way to define in behavioral terms what its leaders need to do to produce the results the organization desires and do so in a way that is consistent with and builds its culture."(source) Leadership in today's business world matters more than ever, and while more money is spent seeking to develop leadership competencies, the quality of leadership is still a concern.



Organizations typically have a number of leadership competencies (about eleven to fourteen in my experience) that they believe are important. Of course organizations want their managers and leaders to achieve improvement in as many competencies as possible in each developmental experience they are given, and Emotional Intelligence skill-building offers an approach to help build those competencies.

Emotional intelligence is the ability to acquire and apply knowledge from your emotions and the emotions of others so that you can make good decisions about what to say or do, or NOT say or do.

When investing in the development of leadership competencies for your organization that will not only produce the results you want but will also reinforce a positive culture of sincere care for employees, customers and stakeholders, consider Emotional Intelligence skill-building. It's only when leadership competencies are combined with results that organizations are able to produce the kind of leaders that are needed.

In short, can you afford to neglect your Emotional Intelligence? Imagine the effect enhanced EI can have on your Sales, Staff, and Management teams! Call us today at (661) 810-2446 or visit us on-line at www.azarandassociates.com