

Does EQ Really Matter?

I am often asked, what differentiates a great leader from a good leader? Well, the best leaders are those who not only see the vision for the future and can engage others around that vision, they also connect with others. They connect with others in ways that inspire, align, and empower them toward the achievement of goals. Some call this Leading with Emotional Intelligence. It has been determined that EQ is so critical to success that it accounts for 58% of performance in all types of jobs.

Emotional Intelligence (EQ) is the ability to identify, use, understand and manage emotions in ways that promote effective interactions, communications, and relationships. Leaders are made or derailed as a result of their ability to demonstrate EQ behaviors. I can't tell you how often we are called in to coach a leader in an effort to improve the way s/he interacts with others. Here are four ways you can increase your EQ:



1. Demonstrate self-awareness - recognize your own emotions and how they affect your thoughts and behavior. Be self-confident. Listen to your "Inner Winner".
2. Manage your emotions in healthy ways - Control impulsive feelings, behaviors, and reactions. Think before you speak or act.
3. Be socially aware – pick up on the emotional cues of others, Recognize power dynamics. Take initiative.
4. Develop and maintain effective relationships – communicate clearly, inspire and influence others, be a team player and manage conflict.

I know what you are thinking . . . How can you find out what your EQ is? There is a great book that includes an online self-assessment, [Emotional Intelligence 2.0 by Travis Bradberry and Jean Greaves](#). Take the assessment and then read the book for some tips on how to leverage your EQ strengths and address any areas that need improvement. Remember, as a leader, how you interact with others is the key to your success!