Developing Emotional Intelligence Characteristics in Leaders to Increase Leadership Effectiveness

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Developing Emotional Intelligence in Leaders Increases Leadership Effectiveness
Katelyn Komisarek | M.S. in Leadership
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ABSTRACT

- Emotional intelligence is a shared quality among some of the most effective leaders.
- Teaching and developing emotional intelligence in leaders creates a positive, productive, healthy, and trusting work environment.
- Emotional intelligence is central to the relationship between leaders and followers.

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<thead>
<tr>
<th>EQ</th>
<th>IQ</th>
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<tbody>
<tr>
<td>self awareness</td>
<td>logic</td>
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<td>self management</td>
<td>mathematical reasoning</td>
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<td>responsible decision making</td>
<td>spatial reasoning</td>
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<td>relationship skills</td>
<td>verbal reasoning</td>
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<td>social awareness</td>
<td>memory and recall</td>
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INTRODUCTION

- Emotional intelligence (EQ) traits in leaders is a far superior quality than cognitive intelligence (IQ)
- Improves self-awareness, fosters communication, and builds long-term trusting relationships
- Leader effectiveness is a leader’s ability to influence followers and others to achieve goals, communicate well, and offer empathy

\[
\text{IQ} + \text{EQ} = \text{Success}
\]

- High Concentration
- Intense Focus
- Better Comprehension
- Analytical Skills
- Excellent Memory
- Self Awareness
- Self Regulation
- Empathy
- Social Skills
EMOTIONAL INTELLIGENCE AND LEADERSHIP

- Emotional intelligence skills combined with leadership skills prove the key to success in an ever-evolving world
- Emotional intelligence has been found to have significant power over employee performance in the workplace
- Leaders who possess a high level of emotional intelligence manage relationships better and foster employees who are confident to share their own ideas and goals
DETERMINING EMOTIONAL INTELLIGENCE STRENGTHS AND WEAKNESSES

- Group development facilitates effective teamwork by knowing each others’ strengths and weaknesses
- Knowing your strengths, limits, and weaknesses allows leaders to use them as a foundation to learn
- An effective leader is open to constructive criticism and continuously seeks improvement
The effectiveness of a leader is greatly influenced by which subordinates have the willingness to demonstrate abilities and complete tasks.

- Emotional intelligence and leadership practices impact relations between leaders and subordinates.
- Emotions spread from the top down; if a leader is optimistic, energetic, and enthusiastic, the team will respond with the same.
EMOTIONALLY INTELLIGENCE LEADERS AND FUNCTIONAL TEAM BEHAVIORS

- Nurturing team effectiveness, efficient decision-making, brainstorming creative solutions, and a high-level of productivity regard the crucial role of emotional intelligence.
- Helps develop a sense of trust and a shared identity.
- Leaders who encourage and embrace trusting environments will find employees feel safe to share their ideas and take calculated risks.
CONCLUSION

- Emotionally intelligent leaders use their abilities to enrich the thought process and decision-making abilities of others.
- Leaders with a high level of emotional intelligence develop a deep level of trust and increased team performance.
- Self-confident leaders are flexible and handle any problems or conflicts directly and immediately and are more likely to facilitate a positive outcome.
Questions?
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