

## Being People Smart

### Lesson 7-3: Emotional Intelligence – Self-Awareness/Self-Management

#### Discussion Guide – Confidentiality Reminder

#### One Word Check-in

#### Update – Personal, Business, Leadership

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*“Get rid of all bitterness, rage, anger, harsh words, and slander, as well as all types of evil behavior. Instead, be kind to each other, tenderhearted, forgiving one another, just as God through Christ has forgiven you.” Ephesians 4:31-32 (NLT)*

**How you think and act is significantly influenced by your personality (MBTI), IQ (intellect) and EQ (emotional intelligence).** Your personality is fixed by your late teens, your IQ is established early in life, but your EQ is a learned skill that you can continuously improve. This lesson and the following lesson will explore tools to enhance your EQ. Numerous studies rate EQ significantly higher than IQ in determining one’s success and in developing a meaningful life.<sup>(1,2,3)</sup>

**Emotional intelligence (EQ) begins with being intelligent about your emotions.** EQ focuses on the interaction of your feelings and your reasoning. This begins in your brain when sensory information enters through the spinal cord and then travels through the emotional portion to the rational (thinking) part. Improving the communication between the emotional and rational parts of your brain is the source of emotional intelligence. Just like exercising your muscles, the neurological pathways between the emotional and rational areas can be strengthened. This lesson will focus on the two EQ skills of self-awareness and self-management. The subsequent lesson will focus on two additional skills. Both lessons just scratch the surface of emotional intelligence. If you want to learn more, please see the information on page two.

**Self-awareness** is your ability to accurately perceive your own emotions (feelings) in the moment and understand your tendencies in various situations. There are five core feelings: happiness, sadness, anger, fear, and shame (of course there are many subsets to these). As you go through your daily routines (whether you are with family and friends, working, exercising, etc.), you have a constant flow of emotions. Likely, you are not aware of these until something more significant triggers a reaction. Emotions are not necessarily good or bad; they are just emotions. Self-awareness is about recognizing these emotions and what triggers them.

**Self-management** is your ability to use your emotional self-awareness to stay flexible and direct your behavior positively. It is not letting your initial emotion hijack your reaction to what created the emotion in the first place. Self-management is your physical and verbal response to your emotions. An example of a physical response is letting out a “sigh” when someone is speaking. Many times, we do not even know that we do this because it has become such a habit over many years, but others see it. Self-management is also thinking before speaking. Ultimately, we do not want the regret of saying something that in hindsight you think, “I wish I had not said that.”

**The goal of enhancing your EQ is to improve the quality of your relationships.** A next step is taking the EQ self-assessment at [TalentSmartEQ](#). This is a simple assessment developed by the people that wrote [Emotional Intelligence 2.0](#). If you purchase the book, the assessment is free. This takes about five minutes and if you answer truthfully, you will get good insight into your EQ.

#### **Shared Experiences:**

- Can someone share the emotions that you have to deal with the most? What triggers these emotions?
- Did anyone complete the [TalentSmartEQ](#) assessment? What did you learn from this?
- How have you positively or negatively used your emotions in dealing with people or situations at work?
- How have you positively or negatively used your emotions at home with your spouse or your kids?
- How can you use EQ to enhance teams at work?

**Bottom line:** Uncontrolled emotions lead to destructive behavior, which is the opposite of what the Lord desires. EQ is really a spiritual tool to help you build strong and meaningful relationships.

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#### One Word Check-out

#### Dig Deeper

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##### Want to learn more?

- *Article:* [This Tweet From Shark Tank's Daymond John Is Only 49 Words, but It Teaches a Master Class in Emotional Intelligence](#) quoted by Justin Bariso writing in Inc.com
- *Podcast:* [Best of Season 1: Travis Bradberry on Emotional Intelligence](#) interview on Ken Blanchard LeaderChat
- <sup>(1)</sup>*Book:* [Emotional Intelligence 2.0](#) by Travis Bradberry and Jean Greaves. This book includes a free EQ assessment tool. This is an excellent book that presents EQ fundamentals for the typical person to understand.
- *Video:* [The Accidental Diminisher](#) by Liz Wiseman, keynote speaker at the 2014 VitalSmarts REACH conference. This is an excellent presentation. It is applied emotional intelligence.
- <sup>(2)</sup>*Book:* [Emotional Intelligence, Why It Can Matter More Than IQ](#) by Daniel Goleman
- <sup>(3)</sup>*Book:* [The EQ Edge, Emotional Intelligence and Your Success](#) by Steven Stein and Howard Book
- *Video:* [The Power of Emotional Intelligence](#) by Travis Bradberry speaking at TEDxUCLrvine. This is an excellent presentation of how your rational and feeling portions of the brain interrelate.
- *Video:* [Daniel Goleman Introduces Emotional Intelligence](#) at Big Think
- *Video Podcast:* [Emotional Intelligence is a Superpower](#) - Dr. Daniel Goleman on Finding Mastery Podcast
- *Article:* [Emotional Intelligence: The EQ Factor – New Brain Research Suggest that Emotions, Not IQ, May Be the True Measure of Human Intelligence](#) by Nancy Gibbs writing for Time Magazine (Oct. 02, 1995). This is one of the first articles written in mainstream media about emotional intelligence.

##### Let's get serious for a moment.

We are complicated people! We easily see the flaws in others, but we typically do not see our own flaws near as well. You cannot look in the mirror and see your emotions, much less understand how to control them. But there are tools to help you see yourself as you really are. Page one shares a good first step in understanding your emotions (self-awareness and self-management) by taking the [TalentSmartEQ](#) self-assessment tool. This is a good first step, but there is more that you can do. If you really want to improve your leadership (understand yourself and how you are perceived by others), consider a 360-degree survey. Here is an example for you to understand the process: [Fear of the Unknown: Don't Let it Sabotage Your 360](#). There are many organizations that provide this service. Feedback from others is a necessity if you really want to improve.

Truthfully, there are more things that contribute to our emotions than what we might think. We have personal values and life experiences, both negative and positive. If you are a committed believer in Christ, you have a worldview that defines what you believe. Others may not have that same worldview. In addition, your experiences as a child growing up impact how you act as an adult. Examples include the following:

- How did your parents treat each other?
- What were examples in your youth that affect how you treat others today?
- Was there a positive atmosphere in the home?
- Was your father/mother a “nitpicker?”
- Was your father/mother a hard disciplinarian?
- If your parents divorced, how did it affect you?
- How did your friends growing up affect you?
- What were the most positive and negative things that you experienced as a child?
- In what way did your upbringing affect how you work today?