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"The Importance of Emotional Intelligence"

By Perry Akasha Lonsdale

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"The Importance of Emotional Intelligence"

– by Akasha Lonsdale

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For centuries, emphasis has been placed on academic learning, qualifications and how intelligent a person was, ie: their IQ. Anything emotional was encouraged to stay hidden behind the "stiff upper lip" rather than being

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acknowledged and expressed. Attending "the school of hard knocks" was character forming. When employee training was introduced in the business world, the programmes focused on areas relating to reason and logic - anything to do with interpersonal relationships was wishy-washy and classed as soft skills.

However all this is changing and not before time. The advances in neuroscience and brain imaging techniques have enabled scientists to confirm what we all suspected - that when we are confronted by situations that are life threatening or that we "perceive" are so, reason and logic

fly out the window and what emerges is a primitive, ready-to-fight Neanderthal in modern day attire. The section of the brain responsible for this instant bypass is the amygdala, hence the new term "the amygdala hijack".

So for the first time, the importance of emotions has been acknowledged. What we need to ensure is that those emotions are appropriate to the circumstances and to do this we need to develop emotional intelligence, which researchers now consider to be far more important than traditional IQ.

Take, for example, a group of senior managers applying for a top position. They might all have MBAs but who will make the most successful leader? The answer: the person with the highest level of EI - the person able to create resonance with others, to display empathy and be an inspiring leader without being a traditional autocrat. Conversely, in research undertaken by Hay/McBer and Goleman, the two main reasons found for key executive failure were:

Rigidity (unable to adapt or take on board feedback and learn)
Poor relationships (alienating others)

Daniel Goleman, who has pioneered much of the information about Emotional Intelligence, categorises EI into four main headings: Self-Awareness, Self-Management, Relationship Management and Social Awareness. These are then subdivided into a total of 18 competencies, with each competency containing a number of checklist criteria. For example the competencies within Self-Awareness are Emotional self-awareness, Accurate self assessment and Self-confidence. The checklist criteria under Emotional self-awareness being:

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- Are attuned to their inner signals
- Recognise how their feelings affect them and their job performance
- Are attuned to their guiding values
- Can often intuit the best course of action because in a complex situation, they see bigger picture
- Tend to be candid and authentic, speaking openly about their emotions or with conviction about their guiding vision

An effective business leader will display strengths from at least one of each of the sub categories.

So a good starting point is to become more self-aware. This will mean that we can manage our emotions more effectively, learn to communicate more authentically, take ownership of what we think and say, develop empathy and respect

difference. The end result is that we feel more empowered and the knock-on effect of that can only be positive.

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About Perry Akasha Lonsdale
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You can read more about Emotional Intelligence in Perry Akasha's book "How to do life - powerful pointers for powerful living". Packed with practical information, insights and ideas, numerous tips, easy to follow How To's and Pause Points, this down to earth, reader friendly book is essential reading for anyone who wants to be more effective in their life and relationships.

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Perry Akasha Lonsdale is a businesswoman and psychotherapistwith over 30 years experience that

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Is It Possible to Have Too Much Emotional Intelligence?

By Susan Dunn

Is It Possible to Have Too Much Emotional Intelligence? by Susan Dunn, M.A., The EQ Coach

Someone emailed me recently, "Do you think it's possible to have too much emotional intelligence going on? To the point that perhaps logic takes a backseat?"

Good question. The fact is, we need both IQ and EQ. You can't have "too much" emotional intelligence, but that doesn't mean at the expense of logic.

It's time to use logic, for instance, when figuring out a budget, or making a timeline for a project. Then there's a time to use emotional intelligence – using leadership skills, for instance, to get those people to make that timeline and project happen.

Emotional intelligence means using all your faculties, including logic and reason, to bring about results that are favorable. It means having the flexibility and creativity to see alternatives.

Say you're presented with a highly–charged emotional situation, for instance. You're furious with your partner and would like to hit him. Your EQ would tell you to manage that emotion, to stop and think. Your "thinking brain" would then consider the possible consequences of your act — seriously hurting him, going to jail, harming the relationship irreparably, feeling shame and guilt afterwards, and other things that are not in your best interest. At the same time, you could use your empathy to try and see things from their point of view.

There are times when logic does need to take a back seat, for instance when we need to use our hearts in managing a misbehaving toddler. Logic and reason aren't of much use with a two year old. They also aren't of much use in figuring out the big questions in life, like why bad things happen to good people.

Emotional intelligence means managing emotions so you can take action in the best interest of all concerned. This also requires using your thinking brain!

To learn more about emotional intelligence, go here: <http://www.susandunn.cc/EQ.htm>

Susan Dunn, The EQ Coach, offers personal life coaching, transitions, career, relationships, emotional intelligence. Visit her on the web at www.susandunn.cc and <mailto:sdunn@susandunn.cc> .



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