

# EQi Training



Emotions have the potential to get in the way of our most important business and personal relationships. According to John Kotter of Harvard Business School: "Because of the furious pace of change in business today, difficult to manage relationships sabotage more business than anything else - it is not a question of strategy that gets us into trouble; it is a question of emotions."

Success requires more than one form of intelligence.

What then, is intelligence?

There is no one definition that is widely accepted.

We imagine that people become more intelligent as they travel through life. We seem to have been given our cognitive capacity, which is basically the ability to learn new things, recall information, think rationally, solve problems and apply your knowledge. But there is more to it than that!

Our Emotional intelligence (EI) is an additional aspect of general intelligence that is equally important. As cognitive capacity is measured by IQ, our emotional and social competence is measured by EQ. It seems that EQ can be developed and improved and is immensely important to our long term effectiveness. EQ describes your ability or capacity to perceive, assess, and manage the emotions of one's self and impact those of others.

## Building Emotional Intelligence

Many specialists are well known for their work with EQ, and the Bar-On EQi approach combines an holistic and eclectic assortment of observations, theories, methodology, research findings in a comprehensive manner. By following simple principles which are universal and are prevalent in highly effective people the world over, improvement is almost guaranteed.

Research shows that some of the reasons for EQ's popularity include:-

stress reduction

coping with the changing nature of work

flexibility with increasing work and life complexity

generating higher and more satisfying performance levels

dealing with shorter product life-cycles

increased ability to think globally

creating new definitions of success

ability to create increased levels of happiness

In short - IQ is about:

knowing how you and others feel and what to do about it.

knowing what feels good and what feels bad and how to get from bad to good.

possessing emotional awareness, sensitivity and the skills that will help us to stay positive and maximise our long term happiness and well being.

Well worth investigating!

All PtP programs and learning events are built upon a sound framework of EQi and are focused upon fundamental (not superficial) change.