

EQ ≥ IQ:

**Identifying and Enhancing
Emotional Intelligence**

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What is Emotional Intelligence?

- The ability to identify, understand, control, and use your own emotions in positive ways
- EQ is likely both an innate ability and a social and emotional skill set that can be learned and honed
- Defined by 4 attributes
 - Emotional awareness
 - Self-management
 - Social awareness
 - Relationship management

Why is EQ important?

- IQ alone is not enough...
- EQ helps us to relieve stress, communicate effectively, empathize with others, and resolve conflict
- Emotional intelligence impacts:
 - Performance at work/school
 - Physical health
 - Mental health
 - Relationships

Let's Assess!

- Many free online options of varying lengths
- The Quick Emotional Intelligence Self-Assessment
 - San Diego City College MESA Program

Emotional Awareness

- Being able to connect with your changing emotional experience is key to understanding how emotions influence your thoughts and actions
- What kind of relationship do you have with your emotions? Ask yourself:
 - Do I experience feelings that flow?
 - Do I notice physical sensations coinciding with my emotions?
 - Do I experience individual feelings?
 - Can I experience intense emotions that capture my attention and the attention of others?
 - Do my emotions factor into my decision-making?

Self-Management

- When we become overly stressed, we can lose control of emotions and the ability to act thoughtfully and appropriately
 - “Flipping our lids”
- Emotional regulation helps us use emotions to make constructive decisions about behavior
- We benefit from being able to:
 - Stay emotionally present while maintaining control of thoughts/actions
 - Manage emotions in healthy ways
 - Take initiative
 - Adapt to changing circumstances

Social Awareness

- Ability to pick up on cues others constantly send
 - These cues:
 - Are largely nonverbal
 - Inform us of emotions others are experiencing
 - Give us a more precise idea of others' experience and what is important to them
 - Enable us to read and understand shared joint experiences
- Moment-to-moment experience
- Give-and-take process that requires us to attend to the flow of our own emotional experience and suspend our thoughts in order to pick up on cues

Relationship Management

- In order to make relationships more effective and fulfilling, we need to:
 - Become aware of how effectively we use nonverbal communication
 - Use humor and play
 - View conflict as an opportunity to grow closer to others

Tips to Enhance EQ

- Don't interrupt others or change the subject
 - Don't judge or edit your feelings too quickly
- Connect your feelings with your thoughts
 - Attend to physical sensations in your body
 - Ask someone for feedback
 - Do an emotional self check-in
- See conflict as an opportunity
 - Develop mindfulness skills