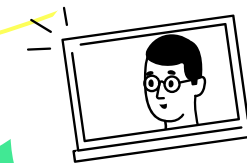


# Character Strong

workshops



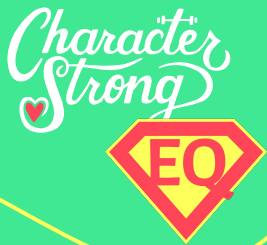
/characterstrong



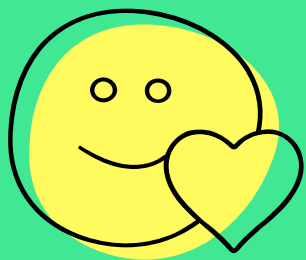
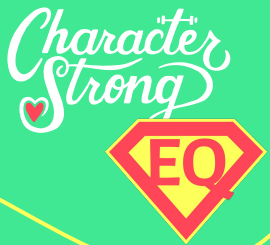
@characterstrong



@characterstrong



# Emotional Intelligence: The Superpower for Women in Leadership



It's all about  
**relationships**



# GIFeelings

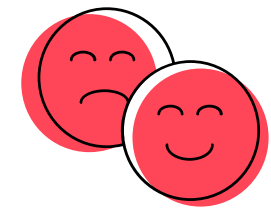
**Choose a number** to reveal a GIF. Share a time when you felt similarly to the emotion you see in the image.



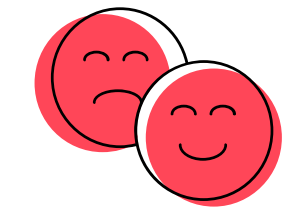
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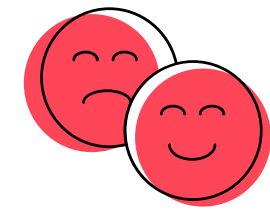
2



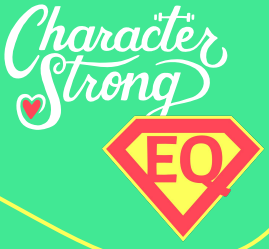
3



4



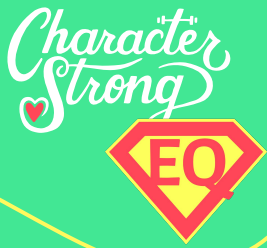
5



# Objectives



- Why Emotional Intelligence (EQ)?
- EQ Assessment
- EQ & Leadership
- Engage in strategies to strengthen EQ



# Choose Your **Top 2** Community Agreements



1

**We will be generous and disciplined with our attention.**

3

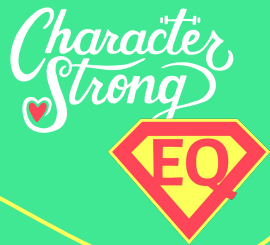
**We will engage here in a way that models exemplary leadership.**

2

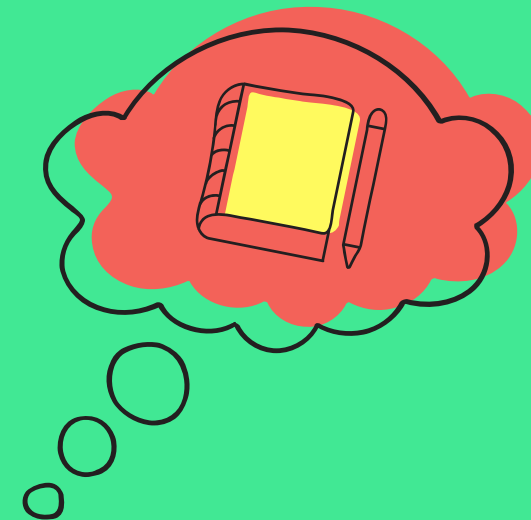
**We will be solution-focused.**

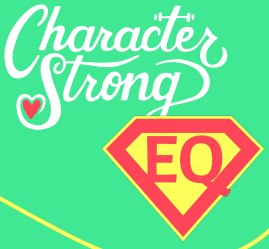
4

**We will expect to learn from each other.**



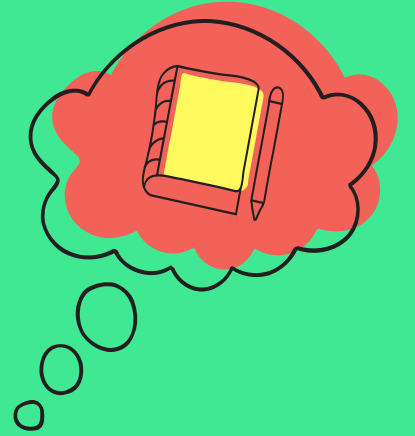
# What is EQ?



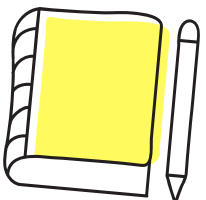
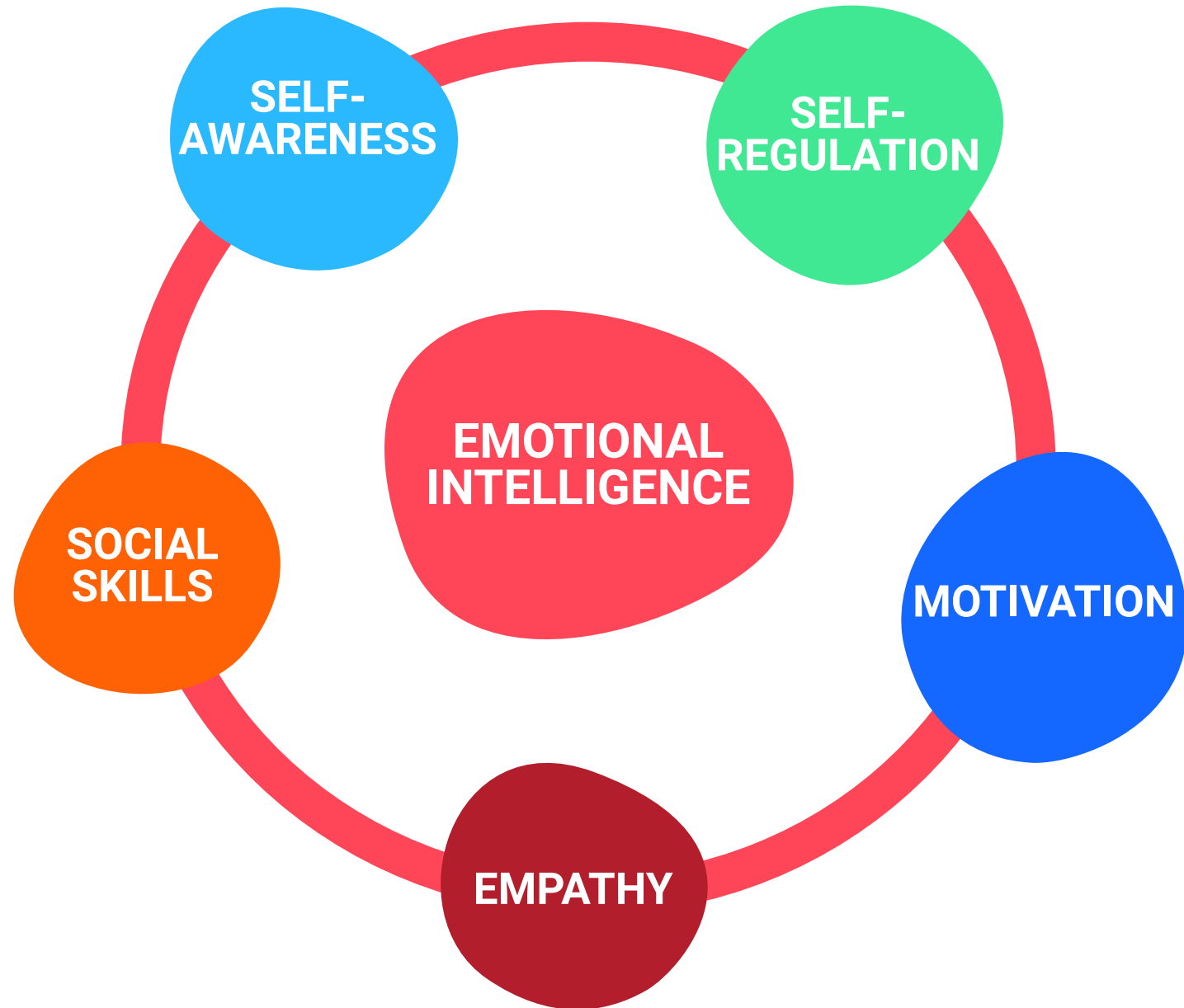


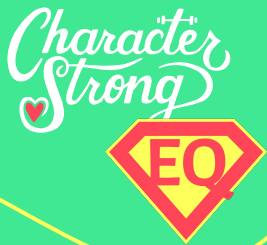
# **EQ** is the ability to –

- identify & manage my own emotions
- pick up on the emotions of others & respond constructively
- build trust and grow influence

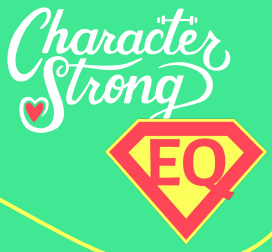




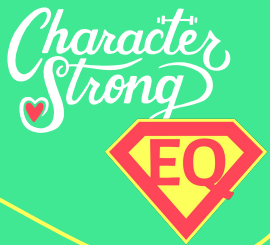




**91%** of teachers  
say they experience  
job-related stress

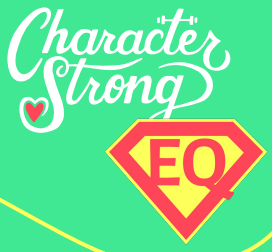


**Administrators'**  
stress levels are  
often higher than  
teachers'

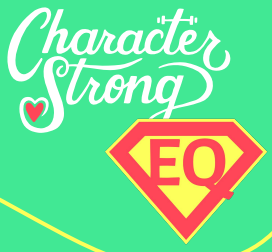


What about  
**self-care?**





**Higher EQ =**  
**reduced effects**  
**of stress**

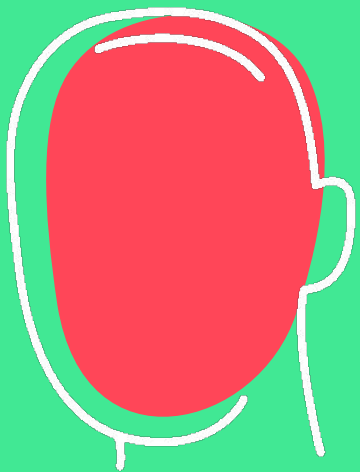
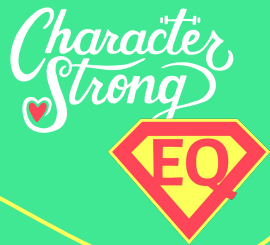


# Our Superpowers

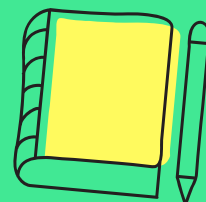
“Individuals with higher EQs are generally more effective in leadership roles. As a group, **women** tend to have higher EQs than men do. The effect has been reliably found across virtually all measures of EQ.”

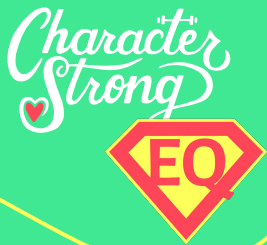
| **Tomas Chamorro-Premuzic**



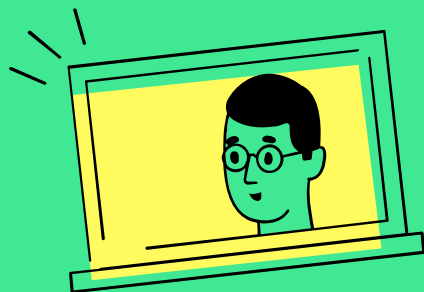


# EQ in leadership



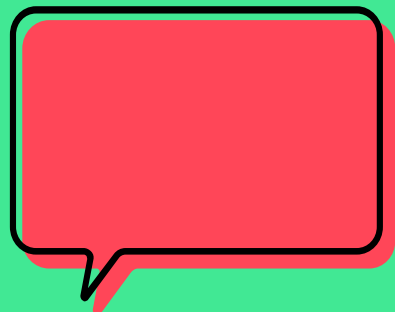
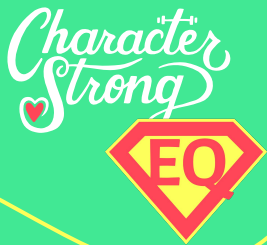


# BREAK OUT ROOMS:



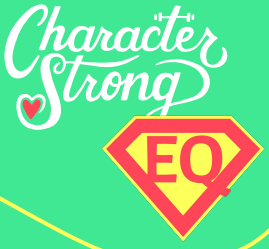
1. Warm up: Share your most recent travel destination.
2. Describe the best leader you've ever worked with/for.
3. What common traits or qualities were discussed? Choose a spokesperson.





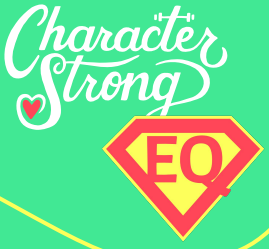
# LET'S **HEAR** IT!

What common traits or qualities describe our favorite leaders?



**Emotional intelligence** is  
the strongest predictor of  
high performance in all  
types of jobs.

| Travis Bradberry

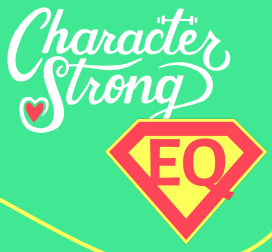


# 1. Collaborative, positive culture and climate



## **Leaders with EQ–**

- communicate positively and often
- share & listen to ideas
- value team input
- are more likely to trust others
- are considerate, thoughtful, respectful

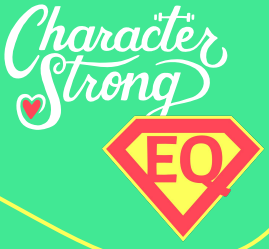


## 2. Adaptability

**Change is inevitable...and necessary for improvement and growth.**

**Leaders with higher EQ–**

- find it easier to adjust
- tend to embrace change and growth
- motivate others to get on board



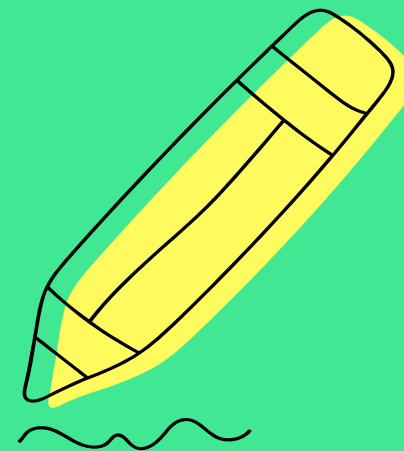
### 3. Managing Tough Conversations

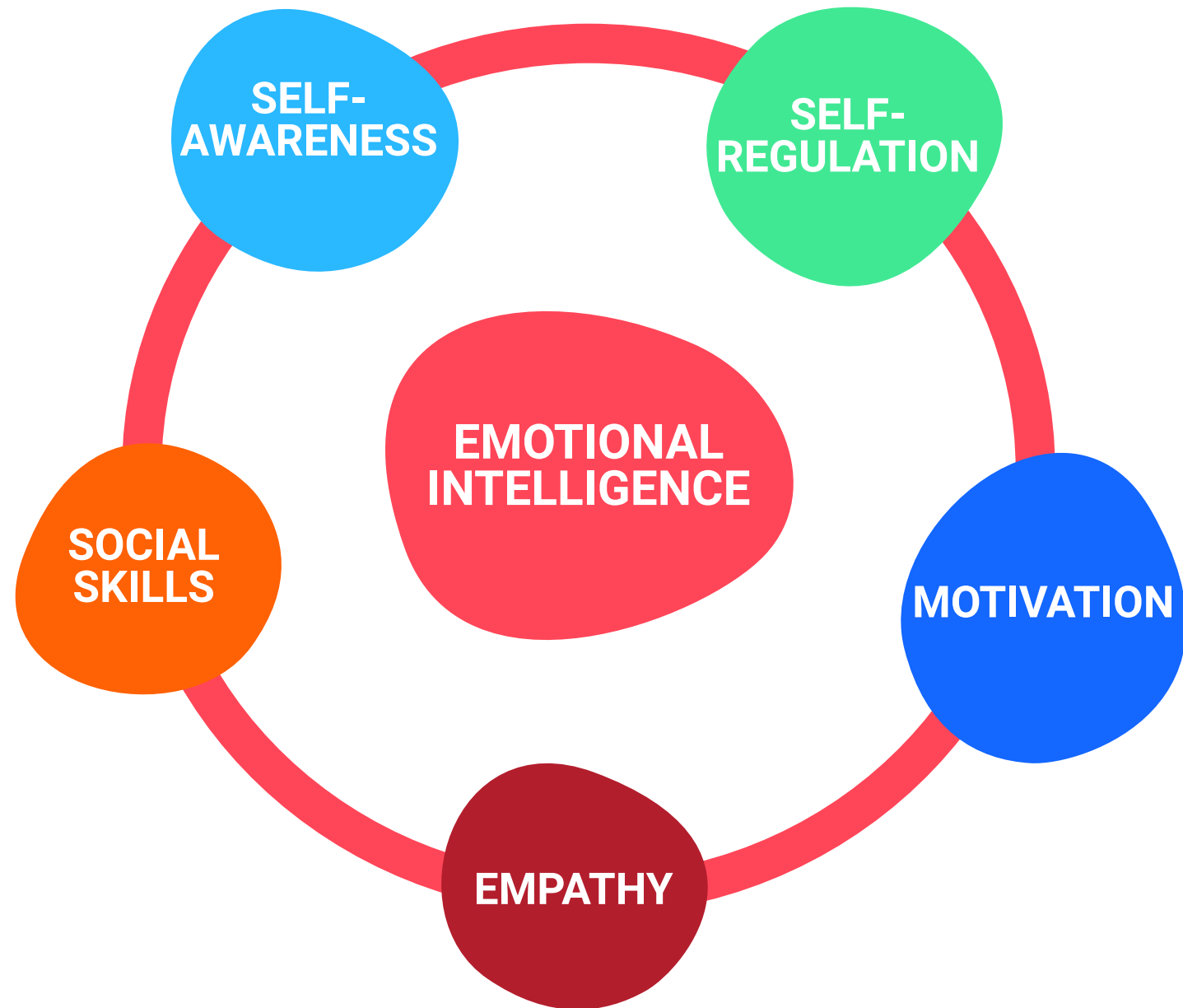
#### **Emotionally intelligence leaders–**

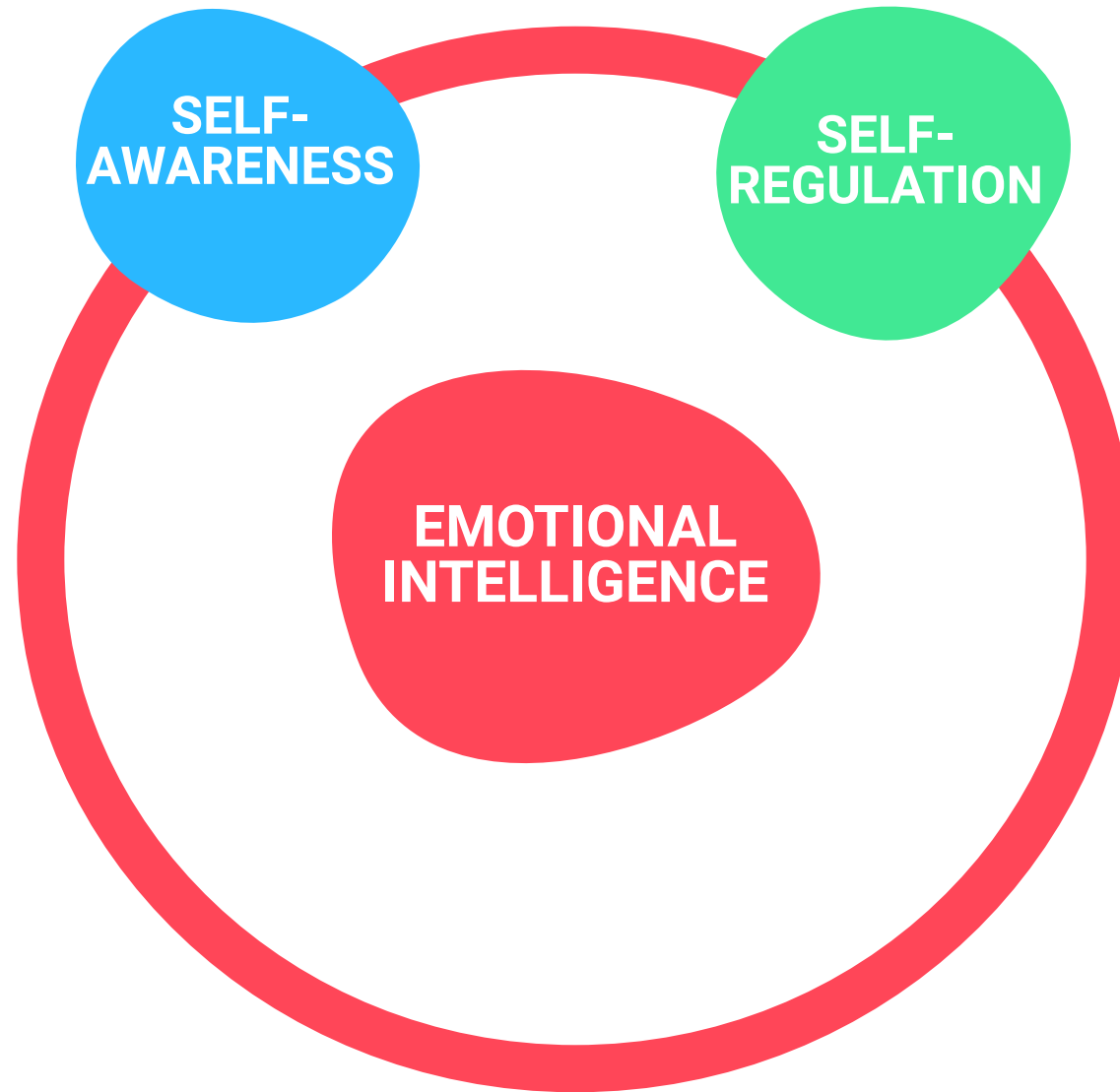
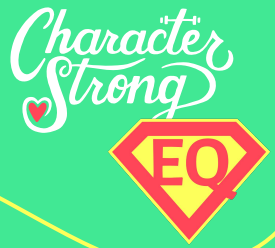
- recognize the emotions present
- assess the impact of those emotions
- listen with empathy
- manage emotions throughout



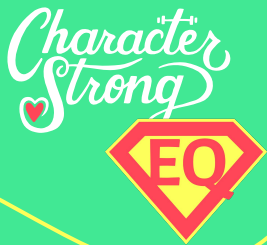
**Assessment  
time!**







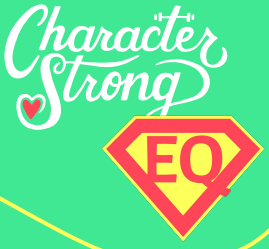




# SELF-AWARENESS IS—

having a deep understanding of your values, strengths, weakness, habits, and “your why.”

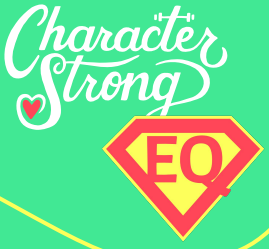
While you accept your faults, you focus on strategies for self-improvement.



# 5 Ways to Strengthen Our Own Self-Awareness & Self-Management



- Practice mindfulness
- Journal
- Set and prioritize goals
- Ask for feedback
- Think before you speak



# Self-Awareness & Self-Management in leadership



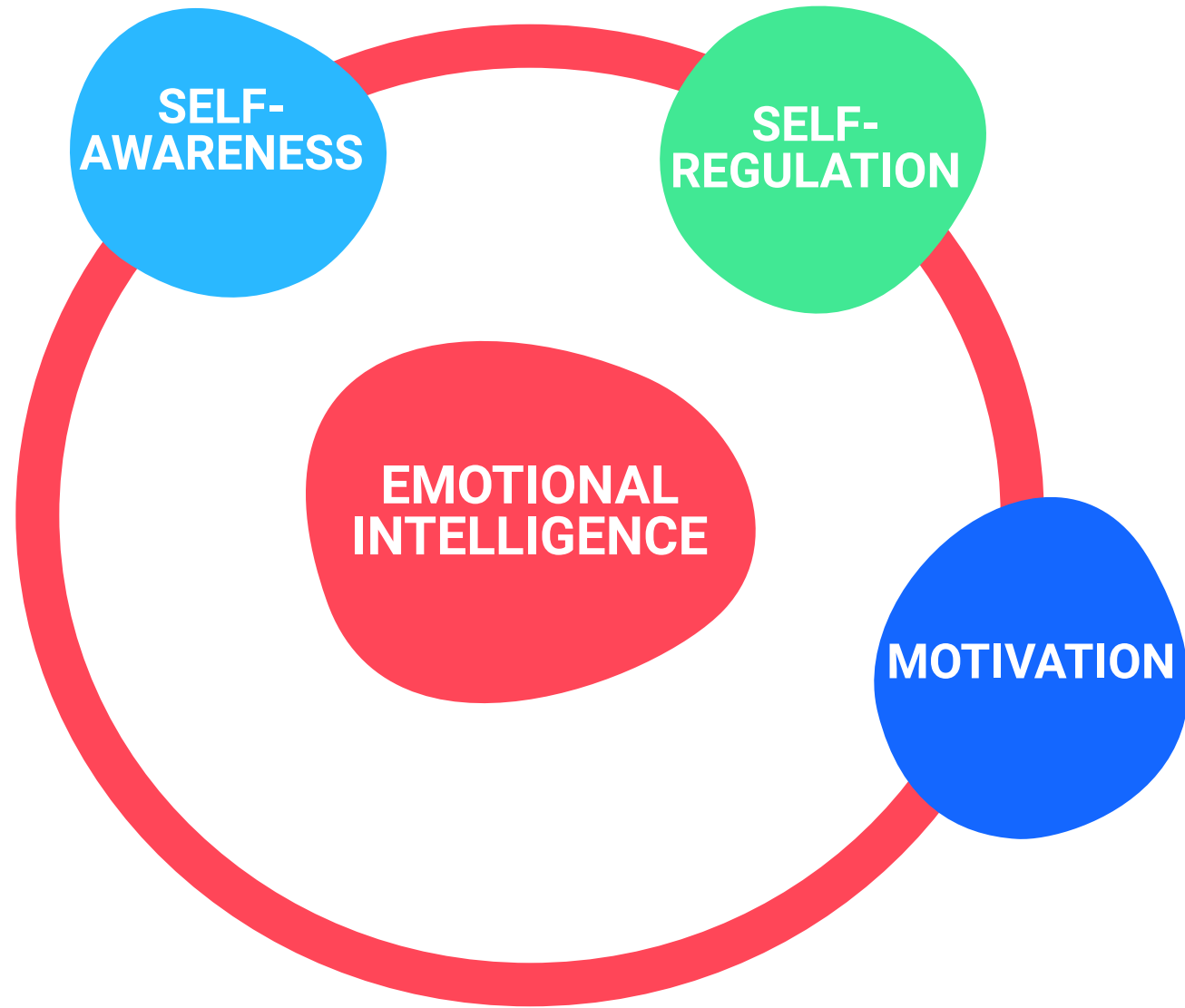
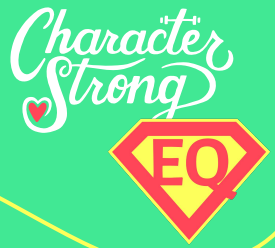
- Recognize and acknowledge staff
- Mobilize PL resources to meet needs
- Prioritize the protection of time

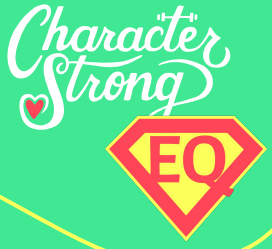


# Emotions, Etc.

**Choose a number** to reveal an emotion word, a definition, and 5 questions. Answer 2 of the 5 questions.







**Why** do you  
do what you  
do?

# 1980-something

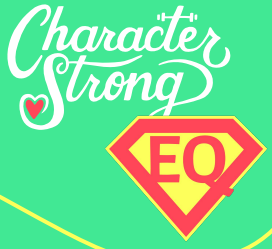




“People will **forget** what you **say**, people will **forget** what you **do**, but people will **never** forget the way you made them **feel.**”

- **Maya Angelou**

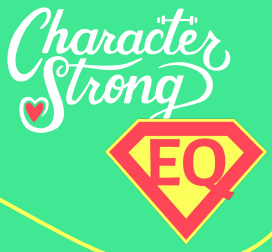




**How do you want your  
staff to **FEEL?****



**One** **WORD**



# BENEFITS OF GRATITUDE

## Psychological:

- positive thinking
- improved self-awareness
- increased self-esteem
- enhanced mood

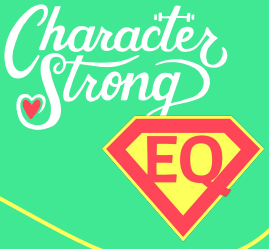


## Physical:

- stronger immune system
- less aches & pains
- improved blood pressure
- better sleep cycles

## Social:

- better communication
- increased empathy
- healthier relationships
- improved collaboration skills

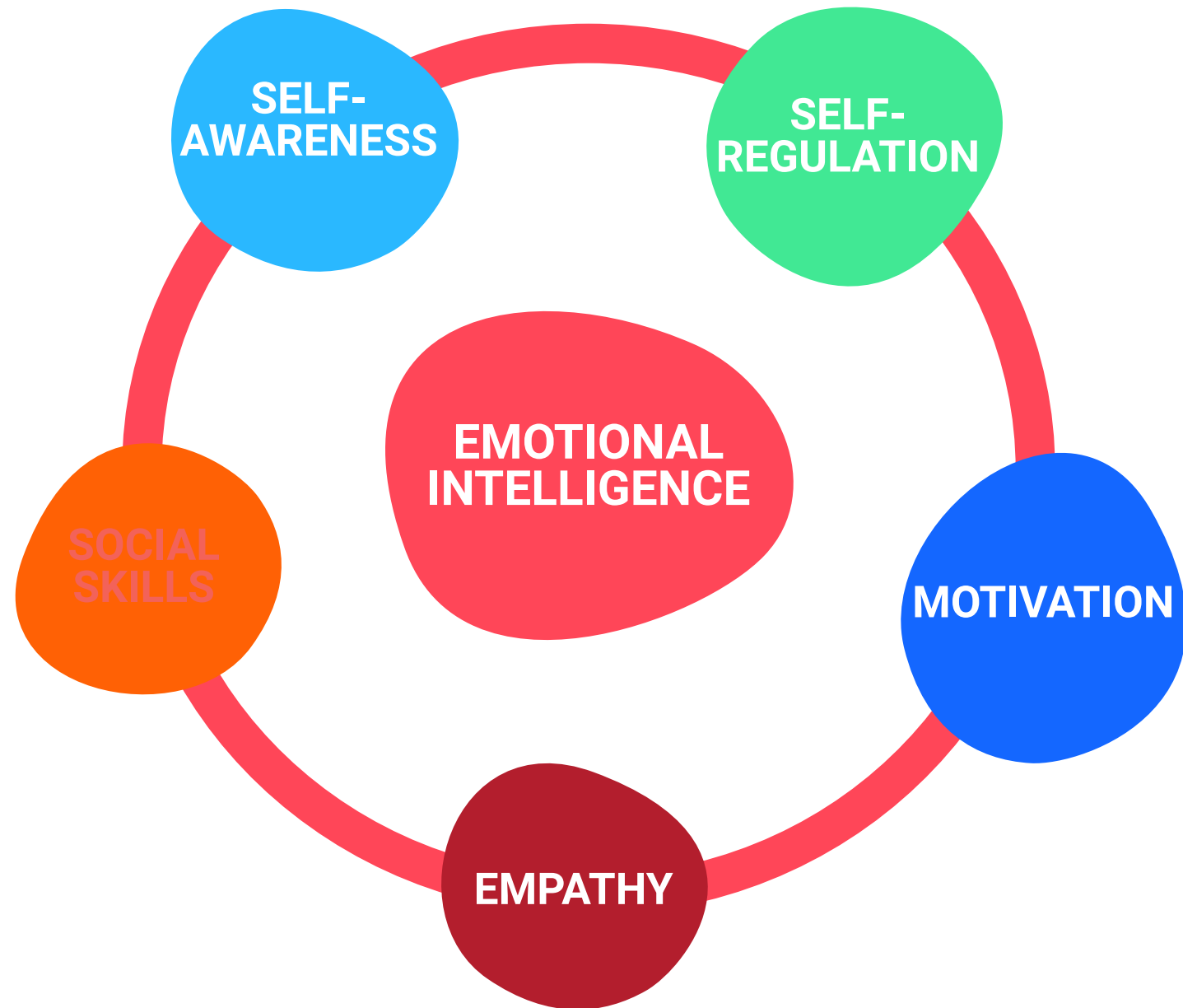


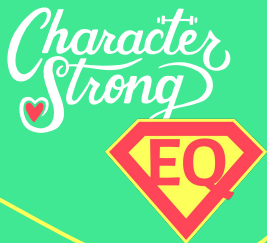
# LET'S PRACTICE **GRATITUDE**



Reflect on 5 things you are grateful for today and choose how to **express** them:

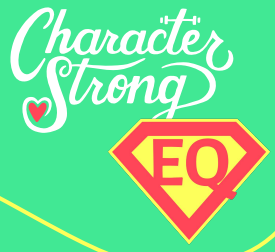
- Meditate
- Post them digitally
- Journal on your notes page
- Share them with someone

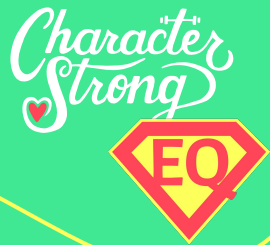




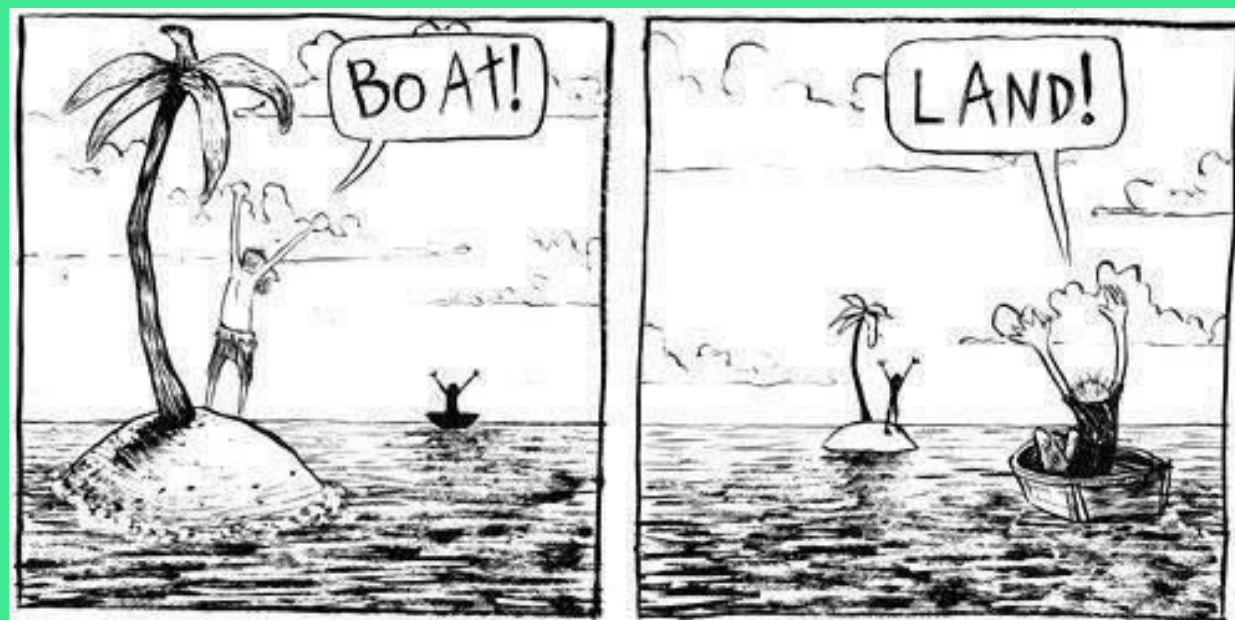
When stress  
builds, **empathy**  
goes down and  
burnout sets in.

| Dr. Michele Borba

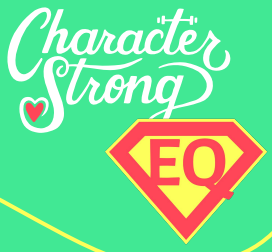




**Empathetic leadership** is understanding the contexts, experiences, needs, and feelings of others. It's experiencing the story of another as if it were our own.



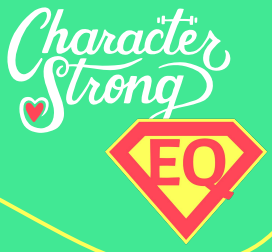




# Empathy Contributes to Positive Outcomes



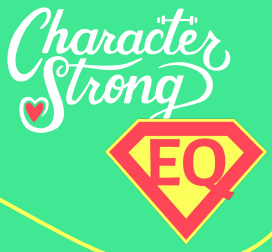
**61%** of employees with empathetic leaders describe themselves as **innovative**, compared to 13% who work for non-empathetic leaders.



# Empathy Contributes to Positive Outcomes



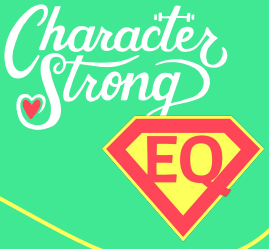
**76%** of people who experienced empathy from their leaders reported high **engagement** compared with 32% who experienced less empathy.



# Empathy Contributes to Positive Outcomes



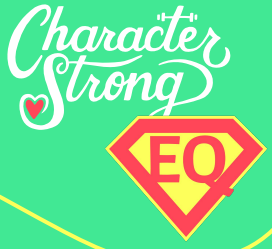
**50%** of people with empathetic leaders described their workplace as **inclusive**, compared with 17% of those with less empathetic leadership.



# Empathy Contributes to Positive Outcomes



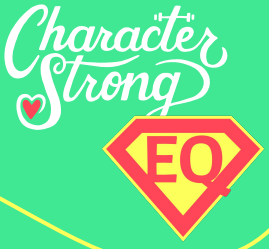
**86%** of employees with empathetic leaders are able to successfully juggle their **personal, family and work** obligations. This is compared with 60% for those who experienced less empathy.



# Empathy Contributes to Positive Outcomes

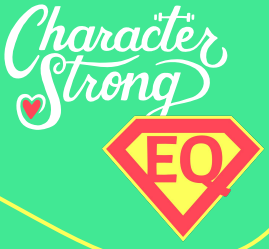


**A work environment rich in empathy  
reduces stress and burnout among  
employees.**



Which of the **outcomes** are most important to you now? Why?

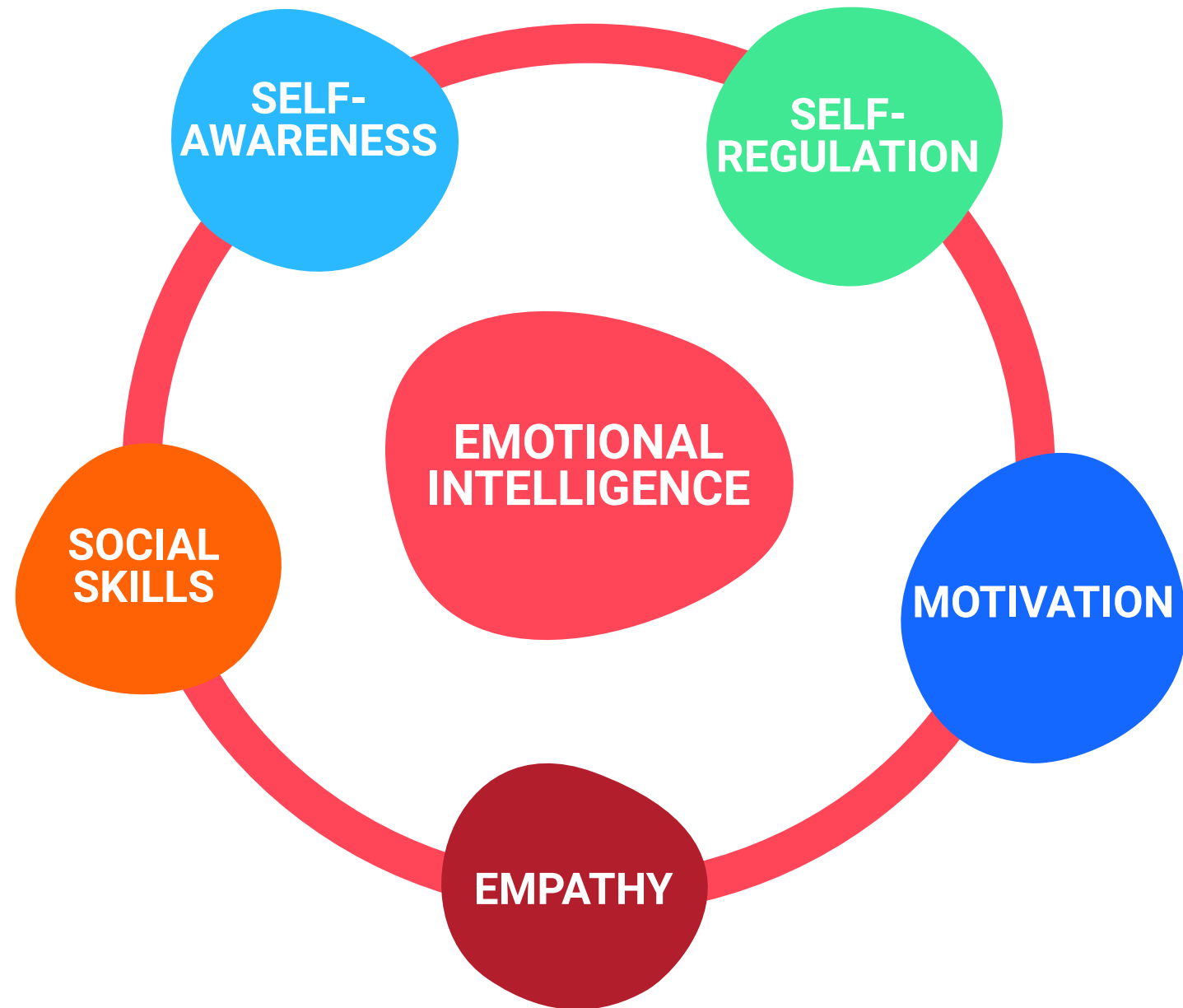
- **Innovation**
- **Engagement**
- **Inclusion**
- **Work-Life Balance**
- **Reducing Burnout**



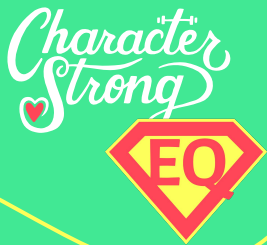
# 5 Ways to Grow Empathy



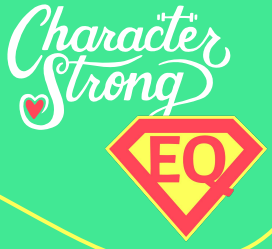
- Stop, shhhh, and listen
- Ask how others are doing - and mean it
- Try on some shoes
- It's all in the eyes
- Learn to read...emotions



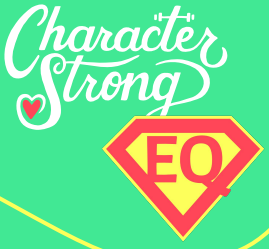




**When it comes to  
relationship skills, we need to  
be reminded more than we  
need to be taught.**



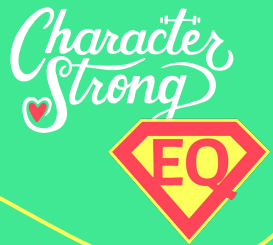
**How can we prioritize  
relationships from the top?**



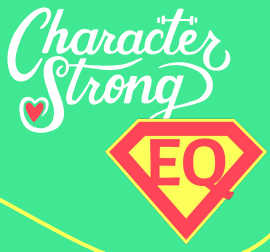
# Strategies to prioritize **relationships** from the top:



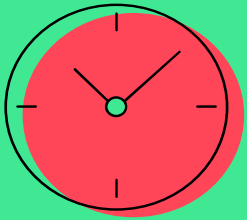
- Protecting time
- Indirect compliments
- Intentional greetings
- 5 to 1 ratio of positive / negative feedback
- Elevate teamwork
- “Nests”



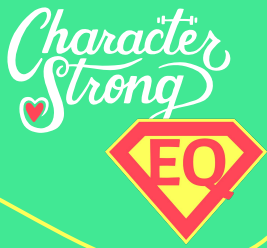
**Make Time,**  
**Daily.**



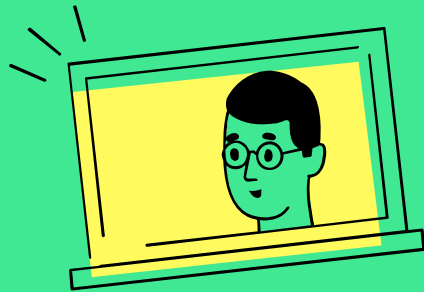
Invest in  
**RELATIONSHIPS:**



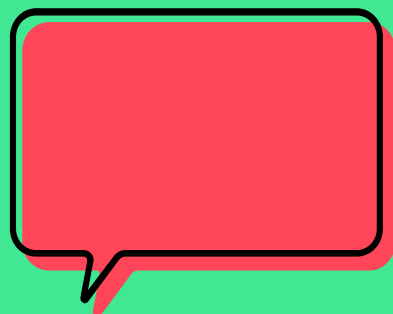
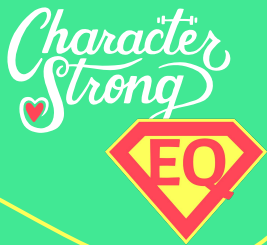
Take 5 minutes to  
encourage 5 people in  
your life (text or other)



# **BREAK OUT ROOMS:**

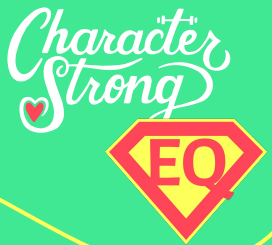


1. Warm up: Share one hope for 2022
2. Share one EQ strength and one area of growth from your assessment.
3. Use the Jamboard to list ideas for growth. You may use your notes, your own experience, or online research
4. Choose a spokesperson to share



# LET'S **HEAR** IT!

Groups share their top ideas from the Jamboard



# PLAN IT OUT



**One word**



**Habits and action steps**

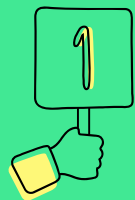


**Accountability**





# REFLECTION



“I  
WONDER...”



“I COMMIT  
TO...”

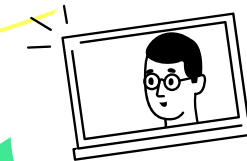


“I WILL  
REMEMBER...”



Character  
Strong

workshops



/characterstrong



@characterstrong



@characterstrong

# Resources

- <https://www.forbes.com/sites/tracybrower/2021/09/19/empathy-is-the-most-important-leadership-skill-according-to-research/?sh=16222dc33dc5>
- <https://www.securitywomen.org/post/empathetic-leadership-a-female-super-power>
- <https://www.frontiersin.org/articles/10.3389/fpsyg.2019.00810/full>
- <https://www.livemint.com/opinion/columns/the-need-for-empathetic-leadership-in-the-workplace-11618415912793.html>
- <https://www.psychologytoday.com/us/blog/the-brain-and-emotional-intelligence/201104/are-women-more-emotionally-intelligent-men>
- <https://www.forbes.com/sites/tracybrower/2021/09/19/empathy-is-the-most-important-leadership-skill-according-to-research/?sh=16222dc33dc5>
- <https://hbr.org/2015/02/5-ways-to-become-more-self-aware>
- [https://www.drugsandalcohol.ie/26776/1/Emotional\\_intelligence\\_questionnaire-LAL1.pdf](https://www.drugsandalcohol.ie/26776/1/Emotional_intelligence_questionnaire-LAL1.pdf)
- <https://www.commpro.biz/the-female-advantage-in-leadership-eq/>
- <https://www.psychologytoday.com/us/blog/the-brain-and-emotional-intelligence/201104/are-women-more-emotionally-intelligent-men>
- [https://greatergood.berkeley.edu/article/item/how\\_gratitude\\_changes\\_you\\_and\\_your\\_brain](https://greatergood.berkeley.edu/article/item/how_gratitude_changes_you_and_your_brain)

Back



Back



Back



Back



Back





Back

# Admiration

*A feeling of wonder,  
pleasure, or  
approval*

**Choose & Answer 2 Questions:**

- 1.** *When was the last time you felt this way?*
- 2.** *How might you define the feeling differently?*
- 3.** *What is the opposite of this feeling to you?*
- 4.** *What is something you do when you're feeling this way?*
- 5.** *What is something that might make others feel this way?*

Back

# Anxious

*A feeling of worry,  
nervousness, or  
unease*

**Choose & Answer 2 Questions:**

1. When was the last time you felt this way?
2. How might you define the feeling differently?
3. What is the opposite of this feeling to you?
4. What is something you do when you're feeling this way?
5. What is something that might make others feel this way?

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Calm

*Not feeling  
nervousness, anger, or  
other strong emotions*

**Choose & Answer 2 Questions:**

- 1.** *When was the last time you felt this way?*
- 2.** *How might you define the feeling differently?*
- 3.** *What is the opposite of this feeling to you?*
- 4.** *What is something you do when you're feeling this way?*
- 5.** *What is something that might make others feel this way?*

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# Curious

*Eager to know or  
learn something*

**Choose & Answer 2 Questions:**

1. When was the last time you felt this way?
2. How might you define the feeling differently?
3. What is the opposite of this feeling to you?
4. What is something you do when you're feeling this way?
5. What is something that might make others feel this way?

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# Nostalgic

*A longing or wistful  
affection for the past*

**Choose & Answer 2 Questions:**

1. When was the last time you felt this way?
2. How might you define the feeling differently?
3. What is the opposite of this feeling to you?
4. What is something you do when you're feeling this way?
5. What is something that might make others feel this way?

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# Proud

Deep pleasure or  
satisfaction from your  
own achievements

**Choose & Answer 2 Questions:**

- 1.** *When was the last time you felt this way?*
- 2.** *How might you define the feeling differently?*
- 3.** *What is the opposite of this feeling to you?*
- 4.** *What is something you do when you're feeling this way?*
- 5.** *What is something that might make others feel this way?*

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# Relieved

*No longer feeling  
distressed or  
anxious; reassured*

**Choose & Answer 2 Questions:**

1. When was the last time you felt this way?
2. How might you define the feeling differently?
3. What is the opposite of this feeling to you?
4. What is something you do when you're feeling this way?
5. What is something that might make others feel this way?

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# Brave

*Ready to face and  
endure danger or pain;  
showing courage*

**Choose & Answer 2 Questions:**

- 1.** When was the last time you felt this way?
- 2.** How might you define the feeling differently?
- 3.** What is the opposite of this feeling to you?
- 4.** What is something you do when you're feeling this way?
- 5.** What is something that might make others feel this way?