



SEPTEMBER

The Value of Emotional Intelligence

Take Control of Your Mental Health in 2020

Now more than ever, the importance of knowing how you feel and where to turn to for help cannot be understated. While emotions are often put on the back burner, practicing self-awareness, and understanding your emotional intelligence can translate into healthy and productive work environments.

DEFINING EMOTIONAL INTELLIGENCE

Emotional Intelligence (EI) is the capacity to be aware of, control, and express one's emotions, as well as handle interpersonal relationships judiciously and empathetically. Knowing your weaknesses, strengths, drivers, values, and impact on other people ultimately forces healthy intuition. EI is key to both personal and professional success in and out of the workplace.

5 MAIN ELEMENTS OF EMOTIONAL INTELLIGENCE

- **Self-Awareness** — Self-awareness is how an individual consciously knows and understands their own character, feelings, motives, desires, reactions, habits, and thoughts.
- **Self-Regulation** — Self-regulation is necessary for reliable emotional well-being. It is the ability to act in your long-term best interest, consistent with your deepest values, and understanding the biology and function of emotions.
- **Social Skills** — Social skills can be defined as the ability to get along with others, to create and maintain satisfying relationships and to flexibly adjust your behavior to fit a situation.
- **Motivation** — Motivation is enjoying achievement for its own sake. Having a passion for the work you do, as well as optimism and energy to improve, are the key hallmarks of a motivated person.
- **Empathy** — Empathy is understanding other people's emotional makeup. It is considering the feelings of others, especially when making decisions and collaborating.

THE IMPORTANCE OF EI IN THE WORKPLACE

Employees with high-EI can communicate their feelings effectively to leadership and fellow co-workers, look at a situation from all perspectives and maintain a positive outlook regardless of the circumstances. This level of self-awareness can be critical for making yourself and other colleagues heard. Seventy-eight percent of employees say they would work longer hours for an employer they consider to be empathetic to their needs.

For emotional intelligence to be effective, it must start with yourself. Instead of closing the door on others, open yourself up to new conversations and experiences. It can make a tremendous difference. Working on your social and core competencies gives yourself the chance to not only improve but stand out.