Developing Emotional Intelligence for Leadership

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Emotional Intelligence

- Improved Decision Making
- Decreased Occupational Stress
- Increased Team Performance
- Reduced Staff Turnover
- Increased Leadership Ability
- Increased Personal Well-being
Emotional Intelligence

“The ability to monitor one’s own and others’ feelings and emotions, to discriminate among them and to use this information to guide one’s thinking and actions.”

Salovey & Mayer, 1990
Outstanding Leadership

Dataset - 300,000 leaders, managers, and employees.

Question - What skills have the greatest impact on success as a leader?

1. Inspires and Motivates Others
2. Displays Integrity and Honesty
3. Solves Problems and Analyzes Issues
4. Drives for Results
5. Communicates Powerfully and Proficiently
6. Collaborates and Promotes Teamwork
7. Builds relationships
8. Displays Technical or Professional Expertise
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Happiness
Factors that Influence Happiness and Wellbeing

1. Expressing Gratitude
2. Cultivating Optimism
3. Avoiding Overthinking and Social Comparison
4. Practicing Acts of Kindness
5. Nurturing Relationships
6. Developing Strategies for Coping
7. Learning to Forgive
8. Committing to Your Goals
9. Meaningful Work (paid or unpaid)

EMOTIONAL & SOCIAL INTELLIGENCE LEADERSHIP COMPETENCIES

This is MY story
Stress Reduction
JON KABAT-ZINN

MBSR
Mindfulness Based Stress Reduction
"You can't stop the waves, but you can learn how to surf."

WEEK 1
Recognising the Present Moment

WEEK 2
Engaging with the Breath

WEEK 3
Practice, Practice, Practice

WEEK 4
Stress and the Flow of Emotions

WEEK 5
Stress and Thoughts

WEEK 6
Interpersonal Mindfulness

WEEK 7
Living on Purpose

WEEK 8
Integrating Mindfulness into Your Life
Psychological Safety
Team members feel safe to take risks and be vulnerable in front of each other.

1. Dependability
Team members get things done on time and meet Google's high bar for excellence.

2. Structure & Clarity
Team members have clear roles, plans, and goals.

3. Meaning
Work is personally important to team members.

4. Impact
Team members think their work matters and creates change.

Project Aristotle
BUILDING PERFECT TEAMS AT GOOGLE
2012
Emotional Intelligence Scaffold

- Leadership
- Empathy
- Motivation
- Self-Management
- Self-Awareness
- Mindfulness

2012
“Mindfulness means paying attention to what’s happening in the present moment in the mind, body and external environment, with an attitude of curiosity, kindness, and non-judgement.”
Three EI Tools for your leadership toolkit...

- Minute to arrive
- Gratitude Jar
  - Gratitude messages
- Perspective taking “role playing”
  - Three conversations (from both perspectives)
    - Facts
    - Emotions
    - Identity
      - Am I competent & worthy of respect?
Resources...

Search Inside Yourself Leadership Institute: https://siyli.org/
University of Massachusetts - https://www.umassmed.edu/cfm/
University of Wisconsin - Madison - https://centerhealthyminds.org/
University of California - Berkeley - https://greatergood.berkeley.edu/
Dan Goleman - http://www.danielgoleman.info/topics/emotional-intelligence/
Mindful Schools - https://www.mindfulschools.org/