

MINDFULNESS AND THE 12 COMPETENCIES OF EMOTIONAL INTELLIGENCE

SPEAKER

Daniel Goleman, best known for his worldwide bestseller *Emotional Intelligence*, is most recently co-author of *Altered Traits: Science Reveals How Meditation Changes Your Mind, Brain and Body*. A frequent speaker to businesses of all kinds and sizes, Goleman has worked with leaders around the globe, examining the way social and emotional competencies impact the bottom-line.

SUMMARY

In this session, Dan Goleman explains the relationship between mindfulness and provides an overview of the 12 competencies of emotional intelligence. According to Goleman, mindfulness is an essential key to enhanced performance at work. He explains how building awareness of behaviors and emotions, provides the ability to transform one's own leadership behaviors. He expands on the four core elements of emotional intelligence, self-awareness, self management, social awareness, and organizational awareness. Goleman explains the current research in how leadership styles are transitioning from hierarchical control based to inspiring, coaching, mentoring, and adaptability. He differentiates organizational awareness from situation awareness, in leadership orientation and practices. Goleman discusses the role of emotional intelligence in teams and how to collaborate as leaders on teams. He shares the role of authenticity in communication and being inspiring in achieving collective goals. He explains the impacts of emotional intelligence are a sense of secure, calm, trusting, presence for leaders, thereby increasing the favorable experience of organizational employees. Goleman emphasizes the need for leaders to work on themselves with leadership assessments and receive feedback on the impacts of their leadership.

KEY TAKEAWAYS

Why Emotional Intelligence:

- Manage emotions, effective, productive, compassionate; the emotional intelligence model provides 12 competencies to make specific and able to develop

EI and Leadership Development:

- **Develop leadership abilities** in specific categories of 12 competencies of EI



- **Creates Leadership Presence:** helps others to feel secure, calm, trusting; cultivate loving kindness, attitude of concern; caring
- **Leadership Application of EI:** Emotional intelligence applies in situations where leaders can least expect it, for example in wealth management, that is a business of relationships and need emotional intelligence to build trust between company and clients
- **360 leadership measurements:** for leaders to develop a wider awareness of impacts of leadership on others, a 360 leadership instrument can provide the data results to help to see where weaknesses or blind spots are to develop EI; self awareness is not enough

El and Mindfulness:

- Research shows sharpens attention, handle stress, increase ability to respond, concentrate, multi-task, work performance. Mindfulness helps with inner awareness, monitoring, noticing thoughts and feelings, and thereby able to learn a new habit (mindfulness provides the foundation for providing EI skills)

12 Competencies of Emotional Intelligence :

- **Self-Awareness:** I know what I am feeling and why. I know how that impacts my performance. What does this all mean, what is the purpose
- **Self Management**
 - **Emotional Self Control** (emotional regulation, resilience, and self management)
 - **Achievement Orientation** (focused on goals)
 - **Adaptability** (agility)
 - **Positive Outlook** (looking at the bright side of difficult situations or feelings)
- **Social Awareness**
 - **Empathy** (mindful of the inner experience of others, connection to others)
 - **Organizational Awareness** (influence, decision makers, goals, collaboration)
- **Relationships Management**
 - **Influence** (ability to persuade or have others be in alignment together)
 - **Conflict Management** (handle conflict quickly, with understanding, connected)
 - **Inspirational Leadership** (ability to inspire others and create consensus)
 - **Coach/Mentor** (taking time to listen, talk, guide, connect with others)
 - **Teamwork** (leverage the strengths of individuals and working together)