



Unlock Emotional Intelligence at Work

Emotional intelligence (EI) is **the ability to understand and manage our own emotions**, while showing empathy and compassion for those around us. Recent studies underscore EI's importance to leaders and it's evident that individuals who have a healthy relationship with their emotions foster more trust and safety at work compared to those who react impulsively.

Emotionally intelligent folks use their **emotions as clues, not commands**, gaining insights that they can use to express themselves productively. Since emotionally intelligent leaders tend to be more self-aware, empathetic, and skilled at connecting with others, their teams tend to weather storms together, hit targets with consistency, and smash goals successfully. These teams also gel better, innovate more, and bounce back from setbacks with greater speed.

EXPLORING YOUR EMOTIONAL INTELLIGENCE

Developing your emotional intelligence begins with tuning in to your emotions and recognizing how they influence your behaviour.

At 3fold, we know that being emotionally intelligent does not mean we dismiss or suppress our emotions – it means acknowledging their significance. Your emotions serve as valuable cues, highlighting what matters most to you.

Your goal? To become aware of your emotional landscape and then leverage that insight by articulating what's important to you in any given situation. Feeling frustrated because a colleague dropped the ball on sharing vital project info? It happens, but lashing out isn't the answer. Emotionally intelligent people seek productive ways to express their feelings.

Strengthening your emotional intelligence empowers you to honour and understand your emotions, cultivating curiosity and encouraging deliberate decision-making, especially during challenging moments.

Creating space for yourself to recognize and manage tough emotions can take various forms:



Taking a few deep breaths



Moving your body (shake it out!)



Mentally acknowledging the emotion
("Yep, feeling ticked off here")



Distracting yourself – look out a window to take a visual break from the source of your activated emotions



UNCOVERING EMOTIONAL INTELLIGENCE

Let's delve into some reflective questions to deepen your emotional awareness and start to break free from reactive patterns.

Please approach these questions with curiosity and a desire to learn — leave self-judgment out of it.

PATTERNS

Consider any recurring patterns or themes in your emotional responses to workplace challenges.

WHAT SPECIFIC SITUATIONS OR TYPES OF INTERACTIONS TEND TO PROVOKE STRONG EMOTIONS OR STRESS?

WHEN DO YOU FIND YOURSELF REACTING DIFFERENTLY THAN YOU'D PREFER?





THE IMPACT

Contemplate how your emotional responses have affected your work performance and relationships.

IDENTIFY A TIME WHEN YOUR EMOTIONS HINDERED EFFECTIVE COMMUNICATION OR DECISION-MAKING.

HOW MIGHT YOUR FEELINGS – POSITIVE OR NEGATIVE – AFFECT YOUR JUDGMENT IN A SITUATION?





MAKE A PLAN

Recall a recent work scenario where managing emotions proved challenging.

WHAT EMOTIONS DID YOU EXPERIENCE?

WHAT SPARKED THESE FEELINGS? (E.G., INCESSANT INTERRUPTIONS DURING A MEETING.)

HOW DID YOU REACT?

WHAT STRATEGIES COULD YOU USE IN THE FUTURE TO PAUSE AND COLLECT YOURSELF?

Imagine revisiting that moment, armed with your newfound awareness.

HOW MIGHT YOU RESPOND DIFFERENTLY AND IN A WAY THAT WOULD MAKE YOU PROUD OF YOURSELF?





Remember, nurturing emotional intelligence is a journey.

Approach it like any other long haul trip: with curiosity, openness, and a commitment to keep moving forward. You've got this!

Looking to deepen your understanding of emotional intelligence for yourself and your team? Reach out to us to explore individual and team EI assessments, or learn about programs we can customize to support the healthy expansion of emotional intelligence in organizations of any size.

[BOOK A CALL :](#)

