

EMOTIONAL INTELLIGENCE WITH WORKING RELATIONSHIPS

Analyzing your top and most challenging working relationships while using an emotional intelligence lens can enlighten and direct us to next steps. These next steps can identify how to strengthen these relationships.

TOP RELATIONSHIPS

Identify top relationships at work.

What attributes make these top working relationships? (e.g., supportive, non micro managing, transparency)

How is emotional intelligence contributing to this? (e.g., ability to read the room, self awareness, empathy, understanding their own emotions)

How can you further improve the relationships in regards to emotional intelligence? (e.g., be more aware of their more subtle emotions, increased empathy when sick)

What actions can your top relationships take to help improve the relationship further? (e.g., increase transparent feedback, manage emotions better when having a bad day or insecure)

CHALLENGING RELATIONSHIPS

Identify challenging relationships at work.

What attributes make these challenging working relationships? (e.g., micro managing, self centered, poor written or verbal communication)

How is emotional intelligence contributing to the challenging relationships? What elements are lacking or missing completely? (e.g., ability to read the room, self awareness, empathy, understanding their emotions)

How can you further improve the relationships in regards to emotional intelligence? (e.g., be more aware of their more subtle emotions, increased empathy when sick)

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CHALLENGING RELATIONSHIPS

What actions can your challenging relationships take to help improve the relationship further? How comfortable would you be sharing this feedback with them?

Describe the last time there was a challenging situation with them. Look back at the situation with the lens of emotional intelligence. How would you have handled the situation differently? (e.g., more direct, more tact with way communicated, stood up for yourself)

What resources or support from your leader would help strengthen your emotional intelligence when handling these challenging relationships? (e.g., support or education with conflict management, influencing others, handling differences)