

## 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?** (i.e. Supportive, non micro managing, transparency)

**How is emotional intelligence contributing to this?** (i.e. Ability to read the room, self awareness, empathy, understand their own emotions)

**How can you further improve the relationships in regards to emotional intelligence?** (i.e. 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?** (i.e. 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?** (i.e. Micro managing, self centered, poor written or verbal communication)

## EMOTIONAL INTELLIGENCE WITH WORKING RELATIONSHIPS

### CHALLENGING RELATIONSHIPS

---

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

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

**What feedback can you share with your challenging relationships to help improve them?** Most likely certain foundational attributes haven't been developed in these relationships. As a result, full transparency may be limited at first with initial conversations focusing more on micro-interactions. You're doing the groundwork. As these attributes develop, conversations can too.

**What was the last situation that occurred that was challenging? Looking back with the lens of emotional intelligence, how would you have handled the situation differently?** (i.e. More direct, more tact in way communicated, stood up for yourself)

**What support from your leader would help grow your emotional intelligence in the situation/challenging relationships?** (i.e. support or education with conflict management, influencing others, handling differences)