

## Four Perspectives into Emotional Intelligence

<p style="text-align: center;"><b>PERSONAL INTERIOR</b> <b>Self Awareness</b></p> <ul style="list-style-type: none"> <li>• What do you value about being a leader?</li> <li>• What do you want to contribute to your organization? to the world?</li> <li>• What are you doing well as a leader? like to do better?</li> <li>• How do you think the other person experiences the dynamic?</li> <li>• What things touch you deeply?</li> <li>• What emotions are common for you?</li> <li>• What emotions are difficult to express?</li> <li>• When do you feel passionate about your work?</li> <li>• What kind of leader would you most like to be?</li> </ul>	<p style="text-align: center;"><b>PERSONAL BEHAVIOURS</b> <b>Self-Management</b></p> <ul style="list-style-type: none"> <li>• How would you describe your physical condition?</li> <li>• What do you do to take care of your health?</li> <li>• What does your body language and tone of voice express about you as a leader ?</li> <li>• What stretch behaviours have you tried?</li> <li>• How do you express strong emotions that need to be said?</li> <li>• What practices help you have difficult conversations effectively?</li> <li>• What do you do to ground yourself?</li> <li>• How do you give feedback in a way that helps others to grow?</li> </ul>
<ul style="list-style-type: none"> <li>• What qualities in other leaders do you admire?</li> <li>• How do your values and principles align with your workplace?</li> <li>• How would you like to shape your organization's values?</li> <li>• Do the communication patterns feel open or guarded?</li> <li>• What kind of relationships do you have with colleagues, staff, boss, stakeholders?</li> <li>• What tribes or groups do you feel you belong to? want to belong to?</li> <li>• How does your organization's culture support or inhibit the kind of leader you want to be?</li> <li>• How might you leverage the talent in your organization?</li> </ul> <p style="text-align: center;"><b>Social Awareness</b> <b>SHARED CULTURAL</b></p>	<ul style="list-style-type: none"> <li>• How do you assess and upgrade systems, policies and processes to address opportunities?</li> <li>• How do you regularly attune and align the energies and contributions of the leadership team?</li> <li>• What practices encourage people to take reasonable risks?</li> <li>• Do conversations occur 1on 1? in triads? in larger groups?</li> <li>• How does your leadership team model stewardship of vital resources?</li> <li>• What rituals and practices does your organization have that assure people feel valued and can contribute to meaningful work?</li> </ul> <p style="text-align: center;"><b>Context Management</b> <b>SHARED SYSTEMS</b></p>