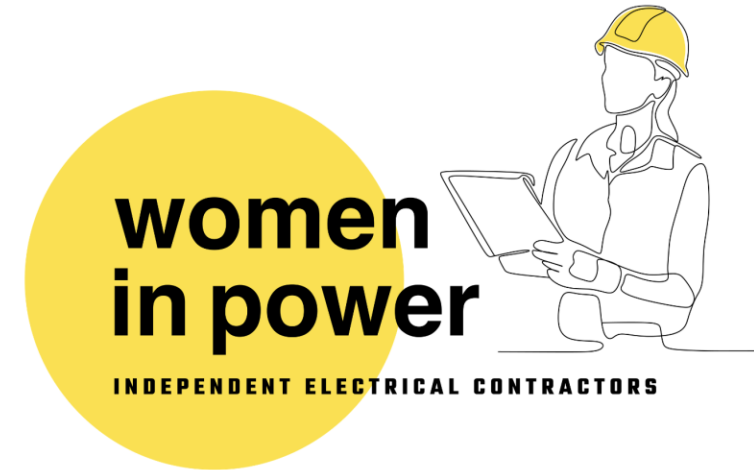




Leveraging the Power of Emotional Intelligence

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Welcome & Introductions

- **Step 1:** Type their full name **and** an emoji in the chat that represents how they are feeling right now. The emoji should reflect a specific emotion, such as nervousness, pride, relief, joy, or happiness.
- **Step 2:** The other participants take turns guessing which emotion the emoji represents. Each person can make one guess.
- **Step 3:** The person who posted the emoji confirms or corrects the guesses.

Objectives

At the end of this webinar, participants will:

- Gain a clear understanding of emotional intelligence (EI) and its key components.
- Increase self-awareness and confidence regarding EI.
- Be able to identify and recognize common emotional triggers.
- Understand how EI is measured and how high and low scores materialize at work.
- Learn strategies to improve their EI.
- Feel empowered to help others develop their EI.
- Question & Answer

What is Emotional Intelligence (EI)?

- The ability to recognize, understand, manage own emotions and those of others.
- EI can be traced to psychologists like Edward Thorndike in the 1920s who spoke of “social intelligence.”
- 1940s–60s, researchers explored aspects of interpersonal and intrapersonal intelligence.
- Emotional Intelligence was formally introduced by Peter Salovey and John D. Mayer in 1990.
- EI made popular by Daniel Goleman, psychologist in 1995.

Key Components of EI

Self-awareness:

- Recognizing your emotions and their impact on your thoughts and actions.

Self-regulation:

- Managing your emotional responses, especially in stressful or challenging situations.

Empathy:

- Understanding and being sensitive to the feelings and perspectives of others.

Social skills:

- Building healthy relationships, communicating effectively, and resolving conflicts constructively.

Motivation:

- Harnessing emotions to pursue goals with energy and persistence.

Why EI Matters in the Electrical Industry

Navigate high-pressure male-dominated environments.

Effective communication is essential for safety and teamwork on job sites.

Electrical projects often require close cooperation among diverse teams.

Emotions like stress, frustration, or complacency can impact decision-making and attention to detail.

Leaders with strong EI can motivate teams, manage conflicts constructively, and adapt their approach to different personalities, resulting in higher productivity and morale.

The electrical industry is rapidly evolving with new technologies and regulations.

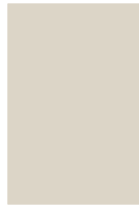
Recognizing and addressing emotional triggers early helps prevent conflicts from escalating, creating a more positive and inclusive environment.

High EI supports stress management and emotional resilience, leading to greater job satisfaction and lower turnover.

Common Emotional Triggers



Feeling Isolated or Underrepresented



Experiencing Bias or Discrimination



Not Being Taken Seriously



Workplace Harassment or Unwanted Attention



Pressure to Prove Yourself



Lack of Mentorship or Support



Balancing Work and Personal Life



Safety Concerns



Imposter Syndrome



Exclusion from Informal Networks



Pressure to meet tight deadlines



Unfair or unreasonable criticism

Breakout Session (10 minutes)

Emotional Triggers Task

- Each participant to list three emotional triggers they encounter at work (e.g., criticism, tight deadlines). In your designated groups share your triggers and brainstorm healthy coping strategies.
- **Call to Action:** Each person to choose one new strategy to try and share their commitment to act with the group.

Measuring EI - Impact of High EQ

Better Relationships

- High EQ individuals are empathetic, manage interpersonal relationships effectively, and foster positive connections.

Effective Communication

- They express themselves clearly, listen actively, and resolve conflicts constructively.

Resilience and Adaptability

- They cope well with stress, adapt to change, and recover from setbacks quickly.

Leadership and Teamwork

- High EQ is associated with strong leadership, collaboration, and the ability to motivate others.

Balanced Decision-Making

- High EQ supports rational, thoughtful decision-making by managing emotions effectively.

Measuring EI - Impact of Low EQ

Relationship Struggles:

- Low EQ can lead to misunderstandings, conflict, and difficulty maintaining healthy relationships.

Stress Management Issues:

- Individuals may experience frequent emotional outbursts or difficulty coping with challenges.

Poor Communication:

- Low EQ often results in misunderstandings or trouble expressing oneself.

Teamwork Challenges:

- These individuals may have difficulty collaborating or supporting colleagues.

Impulsive Decisions:

- Low EQ can cause hasty or emotionally-driven decisions, sometimes leading to negative outcomes.

Strategies to Increase EI

Self-awareness

Recognize and understand your emotional triggers, strengths, and growth areas.

Self-regulation

Develop techniques to manage stress and control emotional reactions.

Motivation

Set personal and professional goals that align with your values.

Empathy

Actively listen to others and try to see situations from their viewpoint.

Social Skills

Strengthen your ability to communicate clearly and resolve conflicts constructively.

Activities to Elevate EI at Work

Mentorship and
Peer Support

Emotional
Intelligence
Training

Regular
Feedback and
Reflection

Create Safe
Spaces for
Dialogue

Leadership
Development
Programs

Promote Work-
Life Balance

Recognition
and Validation
of women with
high EQ

Role Modeling

Conflict
Resolution Skills

Encourage
Active Listening

Promote Self-
Care

Summary

You should now:

- Have a clearer understanding of emotional intelligence (EI) and its key components.
- Gained increased self-awareness and confidence regarding EI.
- Be able to identify and recognize common emotional triggers.
- Understand how EI is measured and how high and low scores materialize at work.
- Be aware of strategies to improve your EI.
- Feel empowered to help others develop their EI.

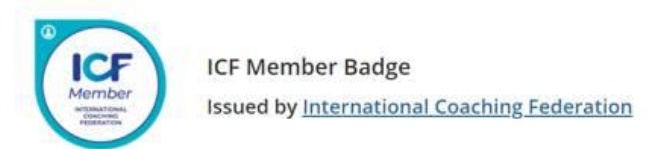
Reflection and Close

- What will you take away from today's session?
- What will you do differently because of what you learned?

Questions & Answers

For more information, please contact us:

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