



## The Skills That Matter

Bringing Emotional Intelligence to Work (4-6 hours, instructor led)

### Overview

Research confirms that Emotional Intelligence, or EQ, accounts for a much larger portion of our career success than our purely intellectual IQ. Analysts estimate the importance of EQ to career success (relative to IQ) as being between 80 and 99%, depending upon the complexity of the position. This should not come as a surprise; every day we see those with superior professional networks, influencing skills, managerial acumen, conceptual thinking abilities, and other “soft” skills achieving career success. Whether we like it or not, those are the skills that take our teams and our own careers the farthest.

Participants in *The Skills That Matter* are given a full-scale diagnostic report of their own strongest areas, and their most important areas for development. But this information does not come in a vacuum – it is analyzed in the context of both their current role, and of the most likely advancement paths for their future. Graduates are therefore able to leave the seminar with a targeted plan which will enable them to grow in the most necessary ways for individual and company success in the future, while playing to their strengths in the near term to ensure that their performance and value in their current position is optimized.



### Graduates of this seminar will...

- **Receive a 20-25 page personalized assessment which delineates individual strengths and development area from a full listing of over 80 components of Emotional Intelligence.**
- Develop an understanding of Axiology and how it is used to assess Emotional Intelligence
- Grow confidence in the results of their own assessment, both based upon the research-driven validity of the tool, and the “face validity” of the results they see in their own lives
- Analyze their own strengths and development areas in the context of their current position, to help shore up weak spots and play to their strengths in the near term
- Further analyze their strengths and development areas in the context of their career growth and development plans, to help them position themselves for maximum future success
- Understand and list possible avenues to leverage strengths while increasing skill level in development areas
- Communicate aspects of Emotional Intelligence in descriptive, neutral language, to facilitate the discussion of individual strengths and weaknesses without the addition of highly-charged reactive content
- Make a specific action plan for implementation after the seminar has ended

### Audience and Prerequisites

This training is appropriate for professionals, content experts, project leads, and management at all levels. It is particularly powerful when used as a developmental opportunity for whole groups together. Participants complete an online assessment lasting 20 minutes in advance of the seminar. No other pre-work or prior training or experience is required.

Participant feedback is kept confidential. Participants work together to understand the various capacities of Emotional Intelligence, but they work alone to interpret their own reports. Preservation of confidentiality ensures higher quality data and better interpretations.