

Emotional Intelligence VS Intellectual Intelligence

Productivity Boosting Exercises of Emotionally Intelligent People

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Have you ever noticed how intelligent people are successful but are often depressed, lonely and hard to tolerate? They fail at some of the most fundamental human traits like establishing relationships or understanding unspoken emotions. So why is it that we still value Intellectual intelligence over Emotional Intelligence?



Dr. Travis Bradberry author of the book Emotional Intelligence 2.0 conducted a study that shows Emotional Quotient is responsible for 58% of your job performance, people who work on their EQ make approximately 29,000\$ more than their low EQ counterparts annually. Emotional Intelligence is the ability to perceive, understand and manage your own emotions as well as those around you. The four fundamental EI capabilities are:

- ❶ **Self-Awareness** - What specific emotion am I feeling?
- ❷ **Self-Management** - What can I do to control my emotions and my reactions to stressful situations?
- ❸ **Social Awareness** - Does my decision affect others?
- ❹ **Social Skills** - How can I show genuine interest in the person?

Right from a young age we exercise only our intellectual muscles to boost our IQ, neglecting EQ completely. Daniel Goleman, author of the book Emotional Intelligence quoted that by introducing simple Emotional Intelligence exercises in schools not only did the overall performance of students increase up to 11% but their willingness to learn also improved.

Based on the study of books Emotional Intelligence 2.0 and Emotional Intelligence, here are some easy exercises that helps improve overall emotional intelligence.

Self-Awareness

1. Understand yourself from a 3D Perspective

Most of us have a shallow understanding of who we are. Thus it's important to understand and reflect on ourselves both internally and externally. Firstly, understand your thoughts, interests, and feelings on day to day basis and then compare as to how true you are to your internal emotions. Audio mediation programs and journaling are great ways to work on self-awareness.

2. Question yourself from time to time

- ♦ What am I feeling?
- ♦ What emotion is the other person feeling?
- ♦ How am I interpreting this specific task (easy or difficult) and why?

Self-Management

3. Reframe your perspective and practice patience

Make an effort to understand the other person's point of view before making a judgment. Monitor your emotions in a stressful situation. Avoid responding in the moment of heat and practice patience as quoted by author of the book Don't sweat the small stuff Richard Carlson- "What you regularly practice is what you become".

4. Set aside time for stress busting

Most of us have an obsessive relationship with stress and associate it as a part of ourselves. We look out for stress management techniques rather than stress elimination techniques. One of the best ways is to set aside 10-15mins to understand the real reason of your stress and make a plan to solve the problem.

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Social-Awareness

5. Live in the moment

We are so caught up in day to day things that we rarely appreciate a good meal or quality time with our families. Start by doing things wholeheartedly, avoid responding to emails while on phone with someone else. While in a meeting, try to understand what value is the other person adding to the project rather than waiting for your turn to speak.

6. Go people watching

This might seem silly at first but it is a great exercise to improve emotional intelligence. Observe people, notice their reactions, body language and emotions. It will help you read and understand people better and develops a sense of humility making you an open minded individual.

Social Skills

7. Explain your decisions

When people are given responsibility they are often also delegated some authority to carry it out and if you are working with a team, it becomes important to explain your decisions rather than imposing them. This makes the entire team feel that they are part of a bigger process and helps improve productivity.

8. Tackle tough conversations

Differences in opinions, rejection of a proposal or termination of an incompetent team member, confrontations are always hard. Firstly, acknowledge the other person, exchange opinions without interrupting and find a common ground. This helps in building long term trust and develops a sense of belonging.

Conclusion:

That being said emotional intelligence and intellectual intelligence along with personality is what shapes an individual. It isn't EQ verses IQ. They co-exist. If you wish to learn more about Emotional intelligence check out the tedx talk 'The power of Emotional Intelligence' by Dr. Travis Bradberry. **BIG**