



Party Games

As a child, birthday parties meant cake and ice cream, presents and, of course, party games! And, one game that was sure to be on the agenda for every kiddie celebration was...you guessed it...Pin the Tail on the Donkey.

Forget for a moment how and when good old Mr. Donkey lost his tail. (*That's a story for another day.*) The real point is that, any time we were guests at one of these parties, we were given the responsibility of aiding him in his quest to become tailed again. And, if the parties you attended were like mine, this was an assignment we all took rather seriously!

Looking back on those times, what strikes me today is what happened to each of us...even if only for a few moments...when the blindfold was affixed, the spinning had occurred, and we were released to find Mr. Donkey and, we hoped, don him with a tail. What happened? Those simple acts of blindfolding and spinning threw us for a loop. Not only were we unaware of where Mr. Donkey was, we often lost a grip on where *WE* were at the moment. We became clueless!

Clueless...

Just as cluelessness can prevent our grand efforts to help Mr. Donkey on his quest for a tail, our cluelessness also can hinder our efforts at success in personal and professional settings.

In this edition of [EA Insights](#), we take a look at the topic of Emotional Quotient (EQ) and at what being more "clued in" might just mean for success.

Want greater success? Try getting a clue!

All the best,

June

June Melvin Mickens
Executive Advantage, LLC

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Quotes

"Beauty is an asset, just like physical prowess, charisma, brains or emotional intelligence. The key with any gift is in the way that you use it."
~Dale Archer

*"Self-awareness is a trait -- or maybe 'practice' is the more accurate way to put it -- that everyone can always improve at. *** It means knowing your weaknesses, of course, but it also means knowing your strengths and what motivates you."*
~Neil Blumenthal

"You have to deal with your emotions and not spike too much on the graph - not get too elated with the highs or too down with the lows."
~Stuart Broad

"You must not let your negative emotions distract you from achieving your goals."
~Clay Clark

"[It is] proven that two-thirds of the success in business is based upon our Emotional Intelligence as opposed to our IQ or our level of experience."
~Chip Conley

"Discipline yourself. Be conscious of what you think, and what you like. What gets you mad? What gets you in your feelings? Figure that stuff out and take control of it so nobody else can control you."
~Tee Grizzly

"The greatest ability in business is to get along with others and to influence their actions."
~John Hancock



Is EQ Standing between You and Success?

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Did you know that a person can be a card-carrying Mensa member, be educated at the finest institutions, have top-notch credentials, and still struggle with the issue of success?

It's true.

While intelligence and resume certainly are important factors in upward mobility or achievement, they are not the only determiners. The oft overlooked factor is the essential role that *emotional intelligence* -- one's *Emotional Quotient* or *EQ* -- has in positioning a person for success. In fact, when comparing star performers at the executive level with their average-performing counterparts, researchers find that the greatest difference frequently is in the EQ, not in the IQ, of the two groups. So, if EQ is such a critical differentiator, doesn't it make sense to understand it a bit better and attend to it a bit more?

What is emotional intelligence?

IQ, or the intelligence quotient, measures a person's ability to reason and solve problems. Emotional intelligence differs, though. EQ is the ability to sense, understand, control, and use emotions effectively to manage self and to interact in productive ways with others.

A close look at the IQ and EQ differences begins to uncover why emotional intelligence absolutely cannot be left out of the success equation. You see, having superior reasoning and problem-solving skill is wonderful; however, even with that, if the person is clueless about his or her own emotions, is unable to manage those emotions, and/or is poor at interacting with others and their emotions, then even tremendous intelligence only goes so far.

How is emotional intelligence exhibited?

Emotional intelligence isn't just one thing. A person's total EQ consists of five components.

Three facets of emotional intelligence relate to what is happening with a person internally.

- **Self-Awareness** is the ability to look within and understand one's own emotions as well as the impact of those emotions on self and on others. In essence, self-awareness is akin to looking in a mirror; it measures the unbiased clarity with which a person sees self.
- **Self-Regulation** follows from self-awareness. While it is possible for a person to know what is going on inside, the control of those emotions -- whether they are positive or negative feelings -- is a completely different matter. Self-regulation is the ability to do just that -- to exercise *self-control* and to make it a practice to think before acting.
- **Motivation** often is an omitted component in emotional intelligence discussions, but it too is critical. Having the ability to know one's self, and even the ability to control one's self are great traits. Yet, they are of no use if the person lacks the motivation to use these skills. Thus, motivation is an essential factor of leveraging emotional intelligence for greater success; it's wanting and being willing to put into practice the tools that one has.

In addition to these individual aspects of emotional intelligence, though, there also are two dimensions that refer to a person's interactions with others.

- **Social-Awareness** is one's ability not only to grasp the emotions of others, but it also is the capability to understand how one's words and actions affect other people. Where self-awareness is inward-focused and cognizant only of what has personal impact, social-awareness is outward- and others-focused. People who are skilled in the way recognize that it is possible to be thermometer *and* thermostat in the social environment -- that is, both taking and affecting the emotional temperature of people in one's sphere of influence.
- **Social-Regulation** is the final factor and goes farther than simply social-awareness. This emotional intelligence component reflects a person's skill at actually using that others'

"Positive social emotions like compassion and empathy are generally good for us, and we want to encourage them."

~Sam Harris

"You need to put what you learn into practice and do it over and over again until it's a habit. I always say, 'Seeing is not believing. Doing is believing.' There is a lot to learn about... emotions, but once you do, you can master them instead of them mastering you."

~Brett Hoebel

"The biggest challenge we all face is to learn about ourselves and to understand our strengths and weaknesses. We need to utilize our strengths, but not so much that we don't work on our weaknesses."

~Mae Jemison

"Empathy is ... the capacity to understand that every war is both won and lost. And that someone else's pain is as meaningful as your own."

~Barbara Kingsolver

"Leadership is a matter of having people look at you and gain confidence, seeing how you react. If you're in control, they're in control."

~Tom Landry

"I think for leadership positions, emotional intelligence is more important than cognitive intelligence. People with emotional intelligence usually have a lot of cognitive intelligence, but that's not always true the other way around."

~John Mackey

"Building mental strength is about regulating your emotions, managing your thoughts, and behaving in a positive manner, despite your circumstances."

~Amy Morin

"I've got quite a good poker face. I'm known for being able to keep my emotions very much in check: no one knows how I'm feeling. I can be winning or losing but keep it very much the same."

~Rajiv Ouseph

"Control what you can control. I can control my emotions, my

awareness ability in order to engage effectively with other people and to manage relationships well.

How do I link emotional intelligence to personal success?

I'm glad you asked. Learning about the emotional intelligence dimensions set out above is the first step...albeit an important one. Honestly, though, on its own, this step is just theory and good information. None of this becomes beneficial until it is made personal and exercised.

To begin leveraging emotional intelligence for success, the next step must be to find out exactly where you currently stand in each of these areas. Identifying your total EQ baseline allows you to know how you're functioning today in each area, and it provides insight into the specific places to invest development effort in order to increase effectiveness in the future.

So, is an underdeveloped EQ standing between **you** and success? If you don't know or are unsure, or even if you are doing basically well in this area but still want to improve, help is at hand. Reach out to us at [Executive Advantage](#). Let us assist you find out how you are functioning today -- both your effective and challenging emotional intelligence aspects. And, if growth really is something you value, let us walk with you as you develop your EQ muscle. [Contact us today](#).

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attitude, my effort every day."
~Mitchell Trubisky

"Feelings or emotions are the universal language and are to be honored. They are the authentic expression of who you are at your deepest place."
~Judith Wright

"We cannot control what emotions or circumstances we will experience next, but we can choose how we will respond to them."
~Gary Zukav

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