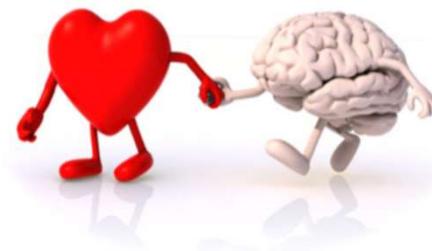




*Branching Out*  
EMPOWERING GROWTH

## EMOTIONAL INTELLIGENCE & PERSONALITY TYPE HOW DO YOU SHOW UP?



AUG 28, 2024

Laura Virgilio, Founder & CEO

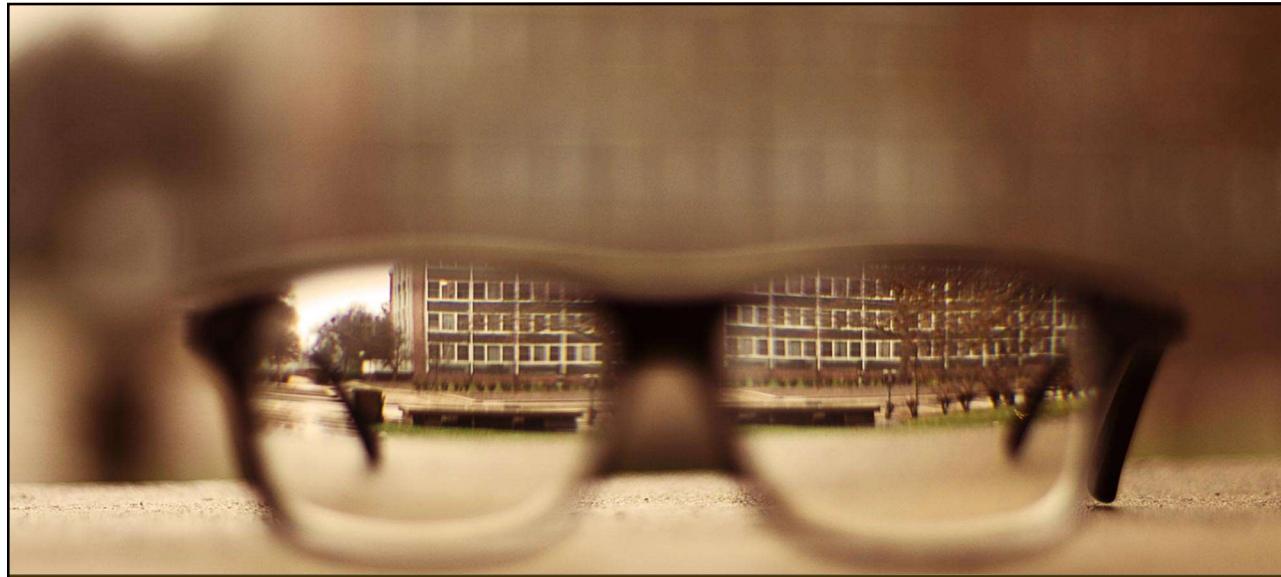
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**“Leadership is the Art of Influence.”**

Dr Rich Handley, EQ University

2



# What Makes a Great Leader?

3

Think of a leader you would like to work for

Write down **1-3** characteristics that you most admire about them and categorize each one into the following:

#### Cognitive Skills

Core skills – your thinking ability (eg. Memory, retention, logic and the ability to learn new skills)

#### LEADER CHARACTERISTICS

Cognitive Skills

Soft Skills/EQ

#### Soft Skills/EQ

Ability to interact effectively with others and awareness of self (eg. Positive attitude, good communication and people/social skills)

#### Job Specific/Technical Expertise

Ability to perform a specific task related to the job (eg. Computer programming, excel, etc.)

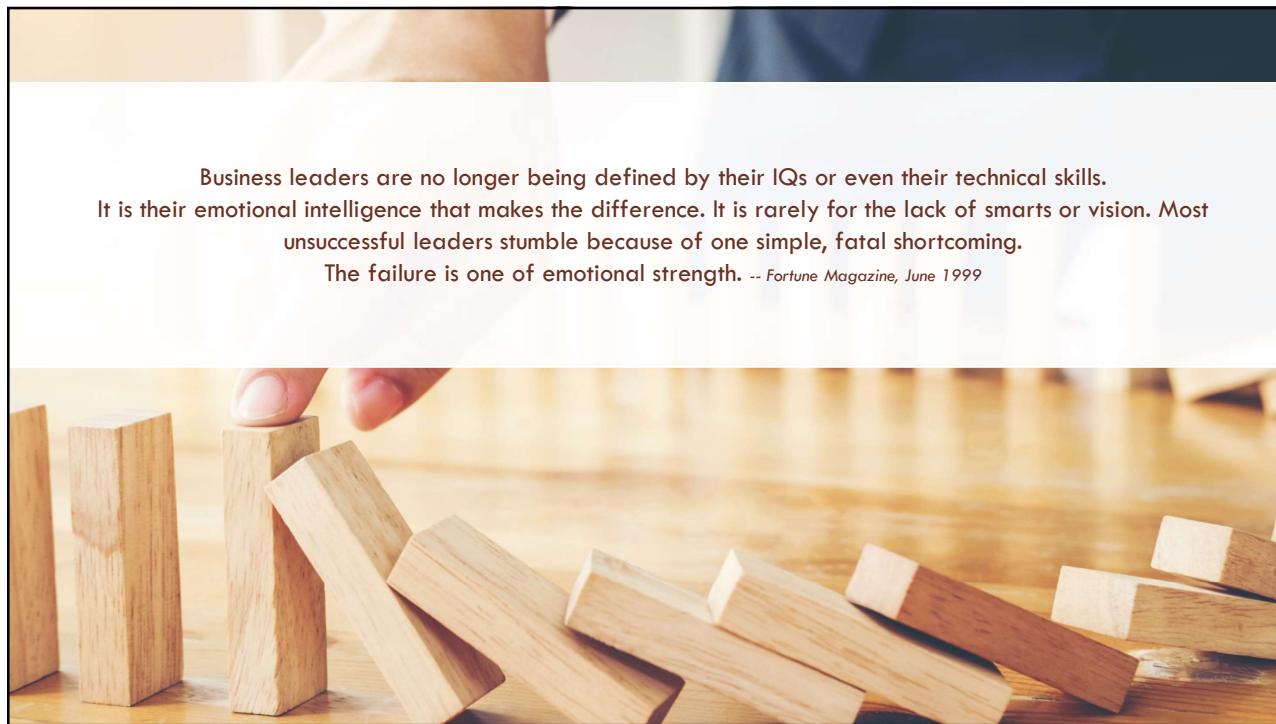


#### Share your Insights!

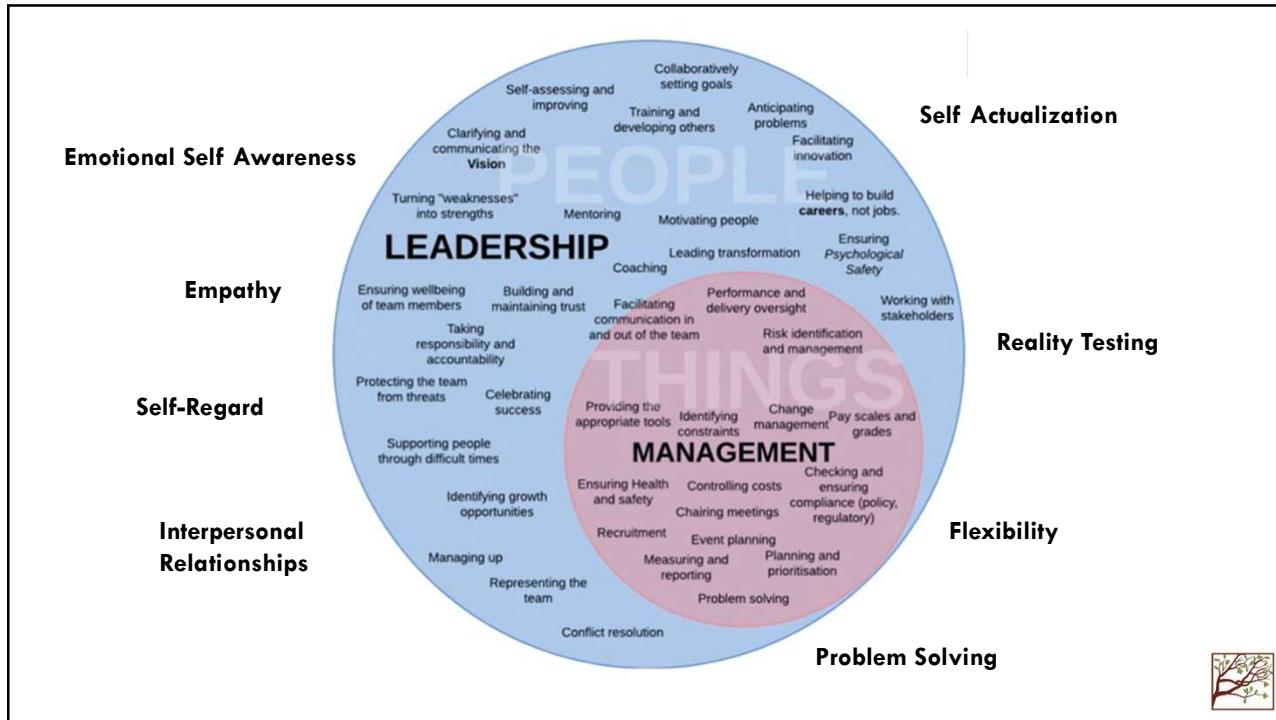
Put your answers in the chat box, along with why you chose what you did



4



5



6



**Emotional intelligence** or EQ is the ability to understand and manage your own **emotions**, and those of the people around you. People with a high degree of **emotional intelligence** know what they're feeling, what their **emotions** mean, and how these **emotions** can affect other people.



**IQ prediction of success in the workplace 6%**  
**EQ prediction of success in the workplace 27% - 45%**

(Wagner, 1997 and BarOn, 1998)



8

## The EQ-i 2.0 Model



10



## Leadership Presence – How do you show up?

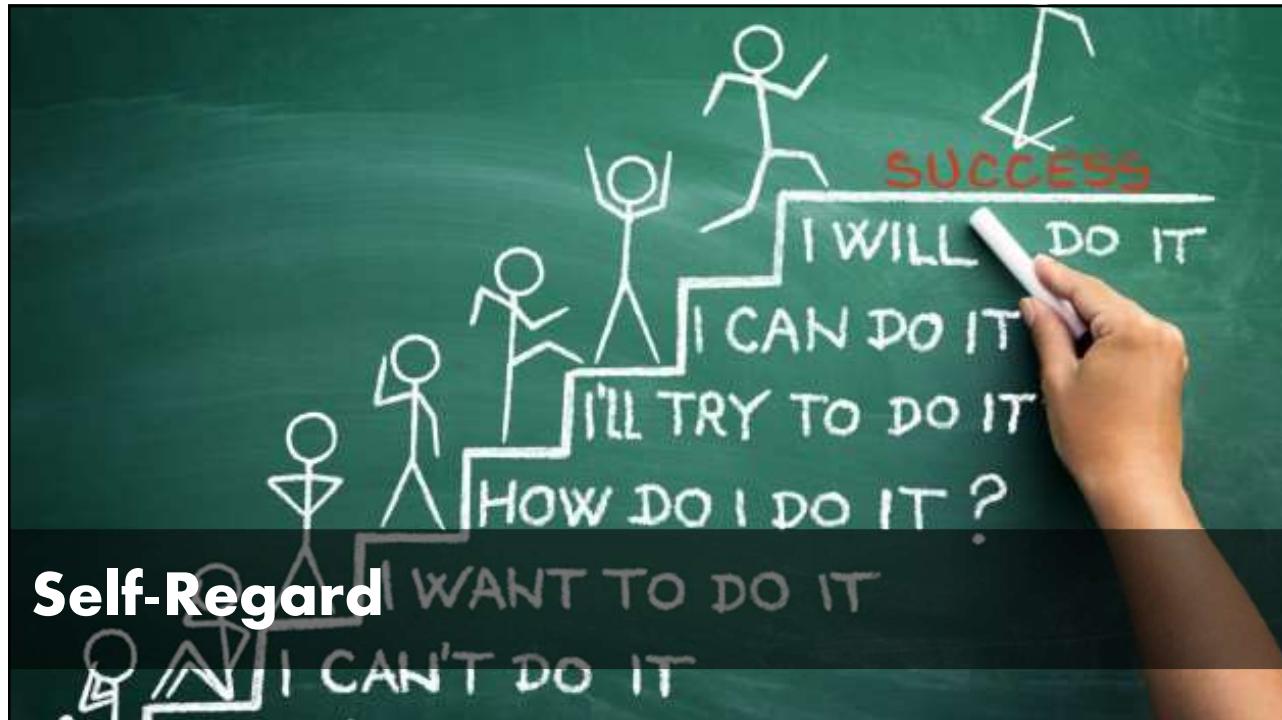
11

### 3 Main Attributes of a Leader

- **Vision: long term view built upon with others**
  - Self Regard – respect oneself; confidence
  - Self-Actualization – pursuit of meaning; self improvement
  - Optimism - positive attitude even in the face of adversity and outlook on life
- **Connection: actively engaging & inspiring others**
  - Interpersonal Relationships - establish and maintain mutually satisfying relationships
  - Empathy – awareness, understanding, and appreciation of how others feel
- **Execution: getting things done & having accountability**
  - Impulse Control - resist or delay an impulse, drive or temptation to act
  - Stress Tolerance - withstand adverse events and stressful situations without 'falling apart' by actively and positively coping with stress



12

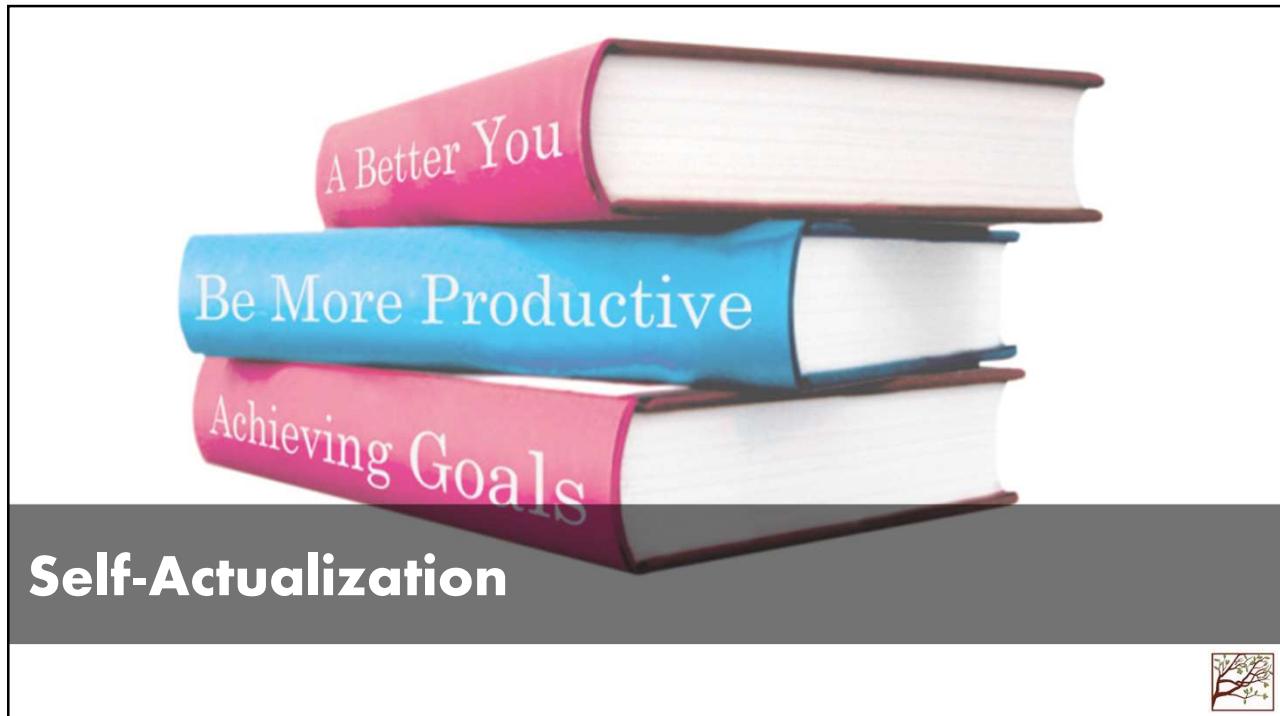


13

**What Self-Regard Looks, Sounds and Feels Like**

	LOW	MID TO HIGH	HIGH & UNBALANCED
<b>Self-Regard</b>	Lack of self confidence Insecure Low self esteem	High Self-acceptance Confident Aware of strengths and weaknesses	Arrogant Overconfident Ignores feedback Narcissistic

14



15

**What Self-Actualization Looks, Sounds and Feels Like**

	LOW	MID TO HIGH	HIGH & UNBALANCED
<b>Self-Actualization</b>	<p>Underperformer</p> <p>Sets lower personal goals</p> <p>Not challenging self</p>	<p>Sets goals</p> <p>Drives toward ongoing self-improvement</p> <p>A Learner ("Learn it all")</p> <p>Motivated to do their best</p>	<p>Overly goal driven</p> <p>Know-it-all</p> <p>Burn out/workaholic</p> <p>Perfectionist</p>

16



## Optimism

17

**What Optimism Looks, Sounds and Feels Like**



	LOW	MID TO HIGH	HIGH & UNBALANCED
<b>Optimism</b>	Pessimistic Less inspirational Uncertain about the future	Maintains a positive attitude during adversity Inspired Hopeful & confident about future	Unrealistic Overly "rosy" view of the world Appear to not understand the seriousness of the situation



18

## 3 Main Attributes of a Leader

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19



20

## What Interpersonal Relationships Looks, Sounds and Feels Like



	LOW	MID TO HIGH	HIGH & UNBALANCED
<b>Interpersonal Relationships</b>	Unapproachable Appears to be unfriendly and withdrawn Loner	Makes connections with others easily Maintains relationships over time Feels at ease in social situations	Tries too hard to make and protect relationships Unable or unwilling to be alone Focuses on socializing vs focuses on work



21



22

## What Empathy Looks, Sounds and Feels Like



	LOW	MID TO HIGH	HIGH & UNBALANCED
<b>Empathy</b>	<p>Selfish</p> <p>Inattentive to others' feelings</p> <p>Difficulty relating to others'</p>	<p>Stays attuned to others' feelings and needs</p> <p>Able to put self in others' shoes</p> <p>Anticipates reactions</p>	<p>Overly concerned with helping everyone</p> <p>Holds back the truth when it might hurt</p> <p>Find it hard to stay objective</p> <p>Gas Mask</p>



23

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24



25

**What Impulse Control Looks, Sounds and Feels Like**

	LOW	MID TO HIGH	HIGH & UNBALANCED
<b>Impulse Control</b>	<ul style="list-style-type: none"> <li>Impulsive</li> <li>Impatient</li> <li>Monopolizes conversations</li> <li>Explosive &amp; unpredictable</li> </ul>	<ul style="list-style-type: none"> <li>Resists or delays desire to act</li> <li>Composed</li> <li>High tolerance for frustration</li> </ul>	<ul style="list-style-type: none"> <li>Emotionally or verbally constrained</li> <li>Don't react quickly enough</li> <li>Seen as not moving things forward</li> </ul>

26



## Stress Tolerance

27

What Stress Tolerance Looks, Sounds and Feels Like



	LOW	MID TO HIGH	HIGH & UNBALANCED
<b>Stress Tolerance</b>	Easily shaken Easily distracted by fear and stress High anxiety levels Lacks or ineffective coping mechanisms	Confronts crises and problems in the face of stress/challenge Effective coping mechanisms Stable & relaxed	Takes on more than healthy share of the work, leading to burnout Appears dismissive May appear too relaxed



28

## Well Being Indicator / Happiness

An indicator of emotional health and well-being.

Characterized by feelings of satisfaction, contentment and the ability to enjoy the many aspects of one's life.

4 Subscales Associated:

- Self-Regard
- Optimism
- Interpersonal Relationships
- Self-Actualization



29

**How do EQi and Personality paint a more vivid picture of how we show up?**

30

## Attitude of Energy: Extraversion | Introversion

### □ Extraversion

- External experiences, stimuli in the outer world
- Directing energy toward the external world and the people in it

### □ Introversion

- Internal experiences, stimuli in the inner world
- Directing energy towards ideas, thoughts and perceptions



32

## Taking in Information: Sensing | Intuition

### □ Sensing

- Specific details, tangible objects
- Dealing with the task at hand
- Likely choosing practical information over abstract concepts

### □ Intuition

- Possibilities, ideas
- Big picture thinking
- Likely focusing on connections and trends in information over the verifiable facts



33

## Decision Making: Thinking | Feeling

### Thinking

- Critiquing findings
- Analyzing outcomes
- Evaluating decisions based on alignment with a known theory or logic

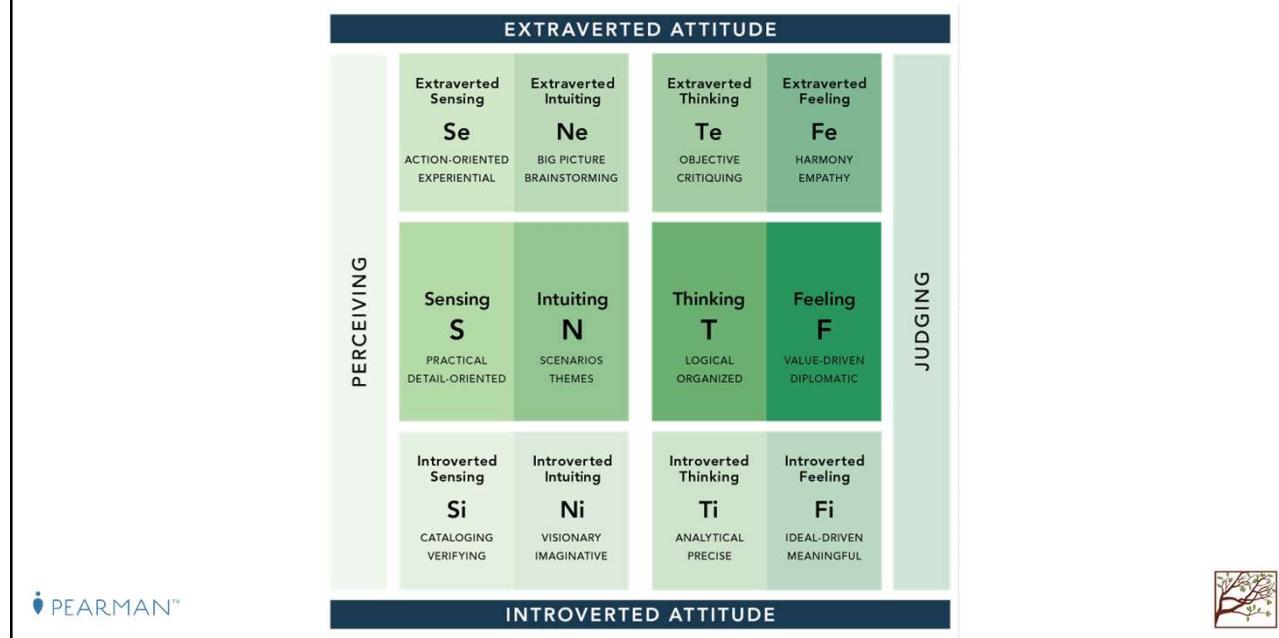
### Feeling

- Personal values and ideals
- Arriving at a solution that feels right when weighed against one's personal beliefs



34

## Pearman Personality Integrator



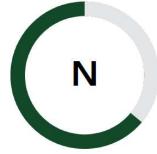
36

## EQ-i 2.0 & Pearman Integration



Impulse Control

LOW MID HIGH



Reality Testing

LOW MID HIGH

Optimism

LOW MID HIGH

As an extravert, Impulse Control can be useful in helping you become more selective in what you share with the group and when you share it. Picking the right time to speak up and act is useful when attempting to get others to see your point of view or establish buy-in on new ideas. Your Impulse Control score suggests that you may have difficulty resisting the temptation to act or immediately share what you are thinking with others. Taking a minute to pause and think about the situation and the audience can help you determine if what you are about to say or do can be saved for a time when it would have a bigger impact or a more effective reception.



Problem Solving

LOW MID HIGH

Independence

LOW MID HIGH

As a feeler, Problem Solving and Independence are important skills that can modify how you make decisions and evaluate information. Your Problem Solving score suggests that you may not always be able to channel emotions towards effective solutions. Further development will allow you to effectively manage your emotions and your preference so that you do not become overly focused on your individual ideals when proposing resolutions. Your Independence score suggests that you are quite self-directed when making decisions. You are conscious of seeking others' input, as it can be easy to focus too much on aligning decisions with their values and ideals. Integrating your proficiency into your feeling preference allows you to balance your focus on operating autonomously with appeasing everyone's opinions and ideas.



45

## EQi & Pearman Integration – Example

Type	EI Skill	Text
E	Impulse Control = Low	As an extravert, Impulse Control can be useful in helping you become more selective in what you share with the group and when you share it. Picking the right time to speak up and act is useful when attempting to get others to see your point of view or establishing buy-in on new ideas. Your Impulse Control score suggests that you may have difficulty resisting the temptation to act or immediately share what you are thinking with others. Taking a minute to pause and think about the situation and the audience can help you determine if what you are about to say or do can be saved for a time when it would have a bigger impact or a more effective reception.
	Impulse Control = Average	As an extravert, Impulse Control can be useful in helping you become more selective in what you share with the group and when you share it. Picking the right time to speak up and act is useful when attempting to get others to see your point of view or establishing buy-in on new ideas. Your Impulse Control score suggests that you are generally able to resist the temptation to act or immediately share what you are thinking with others. Further developing your ability to pause and reflect on the situation can help you save your ideas or actions for times when they might have a bigger impact or a more effective reception.
	Impulse Control = High	As an extravert, Impulse Control can be useful in helping you become more selective in what you share with the group and when you share it. Picking the right time to speak up and act is useful when attempting to get others to see your point of view or establishing buy-in on new ideas. Your Impulse Control score suggests that you are very capable of resisting the temptation to act or immediately share what you are thinking with others. This skill allows you to pause and reflect on the situation to determine if what you are about to say or do can be saved for a time when it would have a bigger impact or a more effective reception.



46



What KEY take aways did you get  
from what you learned today about  
how you show up as a leader?

47



*Branching Out*  
EMPOWERING GROWTH

## Thank You!

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48

## Upcoming Opportunities

### Certification Courses:

#### **EQi 2.0**

- Sept 18 & 19
- Oct 9 & 10

#### **Pearman Personality Integrator**

- Oct 1 & 2



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