



Emotional Intelligence

Emotional intelligence, the ability to understand and manage your emotions, is an incredibly important skill to have in the workplace, allowing you to have positive interactions with those around you and establish solid relationships.

Emotional intelligence (EI) is 100% developable, but to do this you first have to get a sense of how emotional intelligent you are right now. This way you'll be able to spot and work on any weaknesses you may have whilst also growing your awareness of your strengths and how you could be harnessing those in your career.

Below are some searching questions, looking at EI from two perspectives: yourself and other people.

Yourself

1. How self-aware are you?

Emotional intelligence starts with self-reflection. How good are you at reading your own emotions? For example, how do you usually react in stressful situations? Do you deal with problems head-on, or would you rather ignore them? Similarly, how do you react to criticism? And do you struggle giving feedback to others? The easier it is to answer these questions positively, the better your emotional intelligence.

Answer here:



2. How well are you able to control your emotions?

If you were working on a project and close to the deadline a serious problem arises, would you be able to keep your cool, refocus and get on with it? Or are you more likely to panic? And if you do start feeling anxious, do you know what to do to regain your calm? Being able to manage your emotions effectively is a crucial part of emotional intelligence.

Answer here:

3. Do you have a clear idea of your motivations?

Being emotionally intelligent doesn't just mean knowing your emotions when things get difficult; it also means you're aware that what you're doing day-to-day aligns with your goals, values, and motivations. That knowledge keeps you committed, focussed, and stops you being overstretched. So, what's important to you? What do you really want out of your career?

Answer here:



Others

4. How well do you empathise with others?

Or, in other words, how well are you able to put yourself in someone else's position and see things from their perspective? Are you curious about others? Do you consider how your actions might affect other people before you take them? To be truly emotionally intelligent it's important that you can answer 'yes' to the above questions.

Answer Here:

5. Do you work well with others?

Your ability to communicate and work well with others relies on your being able to understand and manage your own emotions and those of the people you work with. Do you find it easy to communicate your thoughts and ideas to others? Do you take the time to listen to other people? Do you easily build rapport with your teammates?

Answer here:



Building your emotional intelligence is an ongoing exercise in recognising and consciously responding to your emotions. Like any skill, it will become easier the more you do it, so keep working on it and it can help transform your career in more ways than one.

