A Brief Roadmap:

• What is Mature Leadership? What does it Look Like?

• The Power of Distinctions in the hands of Leaders

• The Questions we do, or do not Ask

• The Power of Engaging an Executive and/or Team Coach

• Q&A
# Emotional Intelligence: Vital Keys to Mature Leadership

## Emotional Intelligence Domains and Competencies

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*Source: More Than Sound, LLC, 2017*
Self-Awareness

• Emotional Self Awareness: Reading one’s own emotions and recognizing their impact; using “gut instinct” to inform decisions.

• Accurate self-assessment: Knowing one’s strengths and limits

• Self-efficacy (confidence): A sound sense of one’s self-worth and capabilities
Self-Management

• Emotional Self-Control: Keeping disruptive emotions and impulses under control.
• Transparency: Displaying honesty and integrity; trustworthiness.
• Adaptability: Flexibility in adapting to changing situations or overcoming obstacles.
• Achievement: The drive to improve performance to meet inner standards of excellence.
• Initiative: Readiness to act and seize opportunities.
• Optimism: Seeing the upside (opportunities) in events.
Social Awareness

• Empathy: Sensing others’ emotions, understanding their perspective, and taking active interest in their concerns.

• Organizational Awareness: Reading the currents, decision networks, and politics at the organizational level.

• Service: Recognizing and meeting follower, client, or customer needs.
Relationship Management

• Inspirational Leadership: Guiding and motivating with a compelling vision.

• Influence: Wielding a range of tactics for persuasion.

• Developing Others: Bolstering others’ abilities through feedback and guidance.

• Change Catalyst: Initiating, managing and leading in a new direction.
Relationship Management (Continued)

• Conflict Management: Resolving disagreements.

• Building Bonds: Cultivating and maintaining a web of productive relationships.

• Teamwork and Collaboration: Cooperation and teambuilding.
Beautiful Questions challenge assumptions, inquire about things normally taken for granted, and wonders about new possibilities.