

# Emotional Intelligence

**Inaugural Young Leaders Conference**

**1-3<sup>rd</sup> September 2021**

**LAKE NAIVASHA RESORT**

# Session Outline



- ✓ Exercise
- ✓ Pictures
- ✓ Descriptions
- ✓ Interpretations
- ✓ Application

# ICPAK- EXERCISE









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# Emotional Intelligence is NOT...



- About being emotional



- Being nice all the time



- Being “touchy feely”



# Emotional Intelligence is...



*“A type of social intelligence that involves the ability to monitor one’s own and other’s emotions, to discriminate among them, and to use the information to guide one’s thinking and actions.”*

*-- Daniel Goleman*





# EI

*“Leveraging each person’s multiple and unique blend of intelligences.”*



*Emotional intelligence is an essential part of the whole person.*

-- Howard Gardener, 1975

# Emotional Intelligence



- Emotional intelligence is the ability to identify and manage your own emotions and the emotions of others. It includes;
  - Emotional awareness;
  - the ability to harness emotions through motivation and (self) regulation
  - apply them to tasks like thinking, problem solving and sustaining effective relationships;

# Benefits of EI



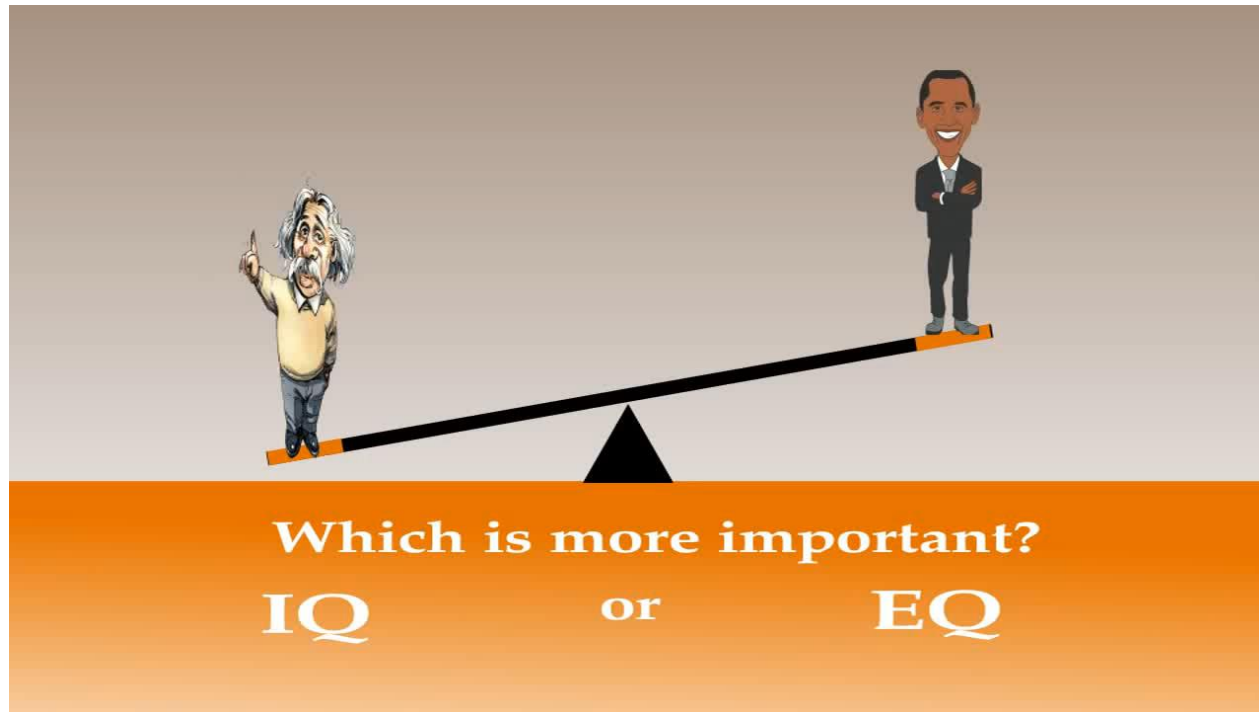
1. Communicating more effectively
2. Understanding ourselves, our behaviors, and appreciate others who are different
3. Addressing organizational or individual issues
4. Making the most of the human resources

# Benefits of EI



1. Assisting in professional development
2. Improving teamwork
3. Adapting to different management styles
4. Facilitating conflict resolution

# Leading with EI







# Personality?

...the combination of characteristics or qualities that form an individual's distinctive character.

# Personality



Four  
Personality  
Types



# PEDO ANALYSIS



# DOVE



1. Slow at taking action and making decisions
2. Likes close, personal relationships
3. Dislikes interpersonal conflicts
4. Supports and actively listens to others
5. Weak at goals setting and self direction
6. Has excellent ability to gain support from others
7. Works slowly and cohesively with others
8. Seeks security and belongingness
9. Good counseling skills



# PEACOCK



1. Spontaneous actions and decisions
2. Likes involvement
3. Dislikes being alone
4. Exaggerates and generalizes
5. Tends to dream and get others caught up in the dream
6. Jumps from one activity to another
7. Works quickly and excitedly with others
8. Seeks esteem and acknowledgement
9. Good persuasive skills





# OWL



1. Cautious actions and decisions
2. Likes organization and structure
3. Dislikes involvement
4. Asks many questions about specific details
5. Prefers objective, task oriented, intellectual work environment
6. Wants to be right so can be over reliant on data collection
7. Works slowly and precisely alone
8. Good problem solving skills



# EAGLE



1. Decisive actions and decisions
2. Likes control dislikes inaction
3. Prefers maximum freedom to manage himself and others
4. Cool, independent, competitive
5. Low tolerance for feelings, attitudes and advice of others
6. Works quickly and impressively alone
7. Good administrative skills

# Relational Strategies



## **Doves**

Be warm and sincere



## **Peacocks**

Be interested in them



## **Owls**

Be thorough and well prepared



## **Eagles**

Be efficient and competent



Q&A

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