

DEVELOPING EQ IN POLICING

“The daily challenge of dealing effectively with our emotions is critical because our brains are hard-wired to give emotions the upper hand.”

Drs. Travis Bradberry and Jean Greaves, *Emotional Intelligence 2.0*

Emotional Intelligence Matters... Especially in Law Enforcement

Whether you are aware of them or not, emotions are intertwined in everything you think, do, and say each day on the job, in your career and throughout your life. Emotional Intelligence (EQ) is how you handle yourself and others on the job. Your EQ consists of four core skills:

	What I See	What I Do	
Be better aware of your own emotions and tendencies to understand your strengths, personal style, and impact on others.	SELF-AWARENESS	SELF-MANAGEMENT	Manage your reactions effectively by making better decisions and responding to challenges and opportunities productively.
Build awareness of the emotions of other people including unspoken cues and the mood in the room to make better decisions and be more effective, more of the time.	SOCIAL AWARENESS	RELATIONSHIP MANAGEMENT	Manage relationships by building, strengthening and deepening your connections with the people in your social network.

Law enforcement officers who develop their EQ communicate effectively, handle stress well, make good decisions, handle conflict productively, are better team players, respond flexibly to change, influence others more, and provide top-notch service within their communities.

Targeted EQ Focus Areas For Law Enforcement

Leadership

Mentoring

Community Policing

Recruitment/ Retention

Wellness

Culture

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This program has one focus...to increase your effectiveness through EQ.

TalentSmart's Developing EQ™ in Policing will take you far beyond knowing what EQ is and how you score on your first EQ test. In this in-person or virtually led session, you'll discover the 66 strategies you can use right away to take your EQ to new heights. Begin your EQ journey toward handling yourself in times of stress and dealing with others skillfully. Reap all the rewards that being emotionally intelligent will bring you.



What You Will Do

- ✓ Discover what EQ is and why it matters in law enforcement.
- ✓ Broaden your awareness of the role of emotions as a law enforcement professional and within your community.
- ✓ Explore the four EQ skills in action: Self-Awareness, Self-Management, Social Awareness, and Relationship Management.
- ✓ Discuss real world examples and experiences, what works, what doesn't, and what to do next time.
- ✓ From the Emotional Intelligence Appraisal® – Self Edition assessment results, understand your current level of emotional intelligence (strengths and weaknesses) and where to focus your development.



Benefits of taking the Emotional Intelligence Appraisal®

- ✓ Comprehensive EQ scores, analysis and recommended strategies are based upon the participant's unique score profile and are designed to bridge the learning-doing gap.
- ✓ Your lowest EQ behaviors and your top three EQ strengths, along with strategies to maximize development.
- ✓ A scheduled retest comes with a full change-score report and recommended strategies based on new results.