



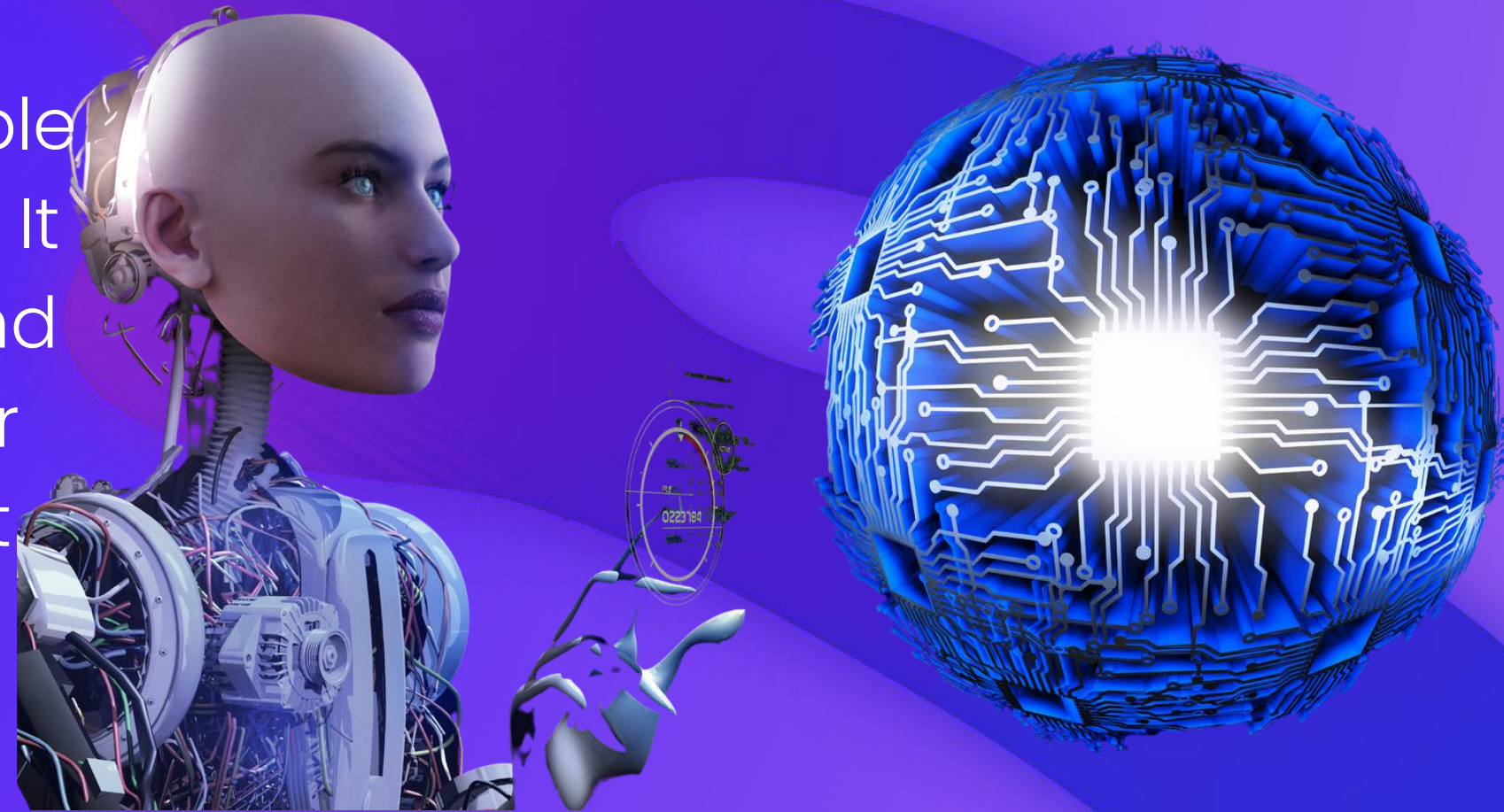
Karrah Herring

BALANCING AUTHENTICITY WITH EMOTIONAL INTELLIGENCE



THE AUTHENTICITY DILEMMA

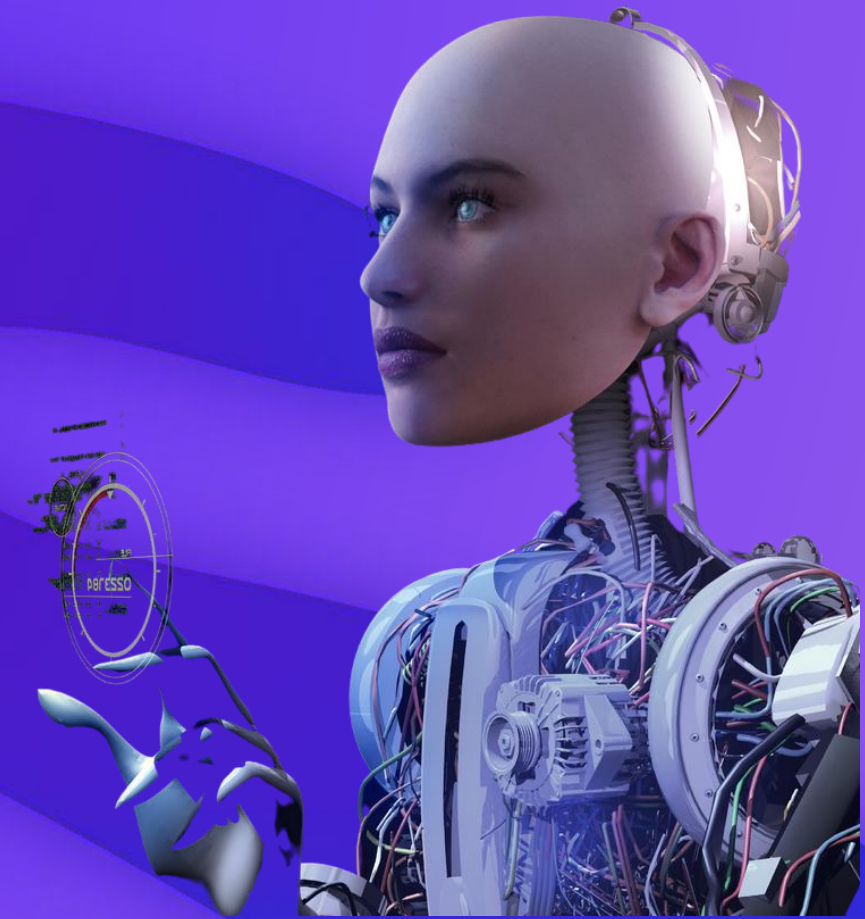
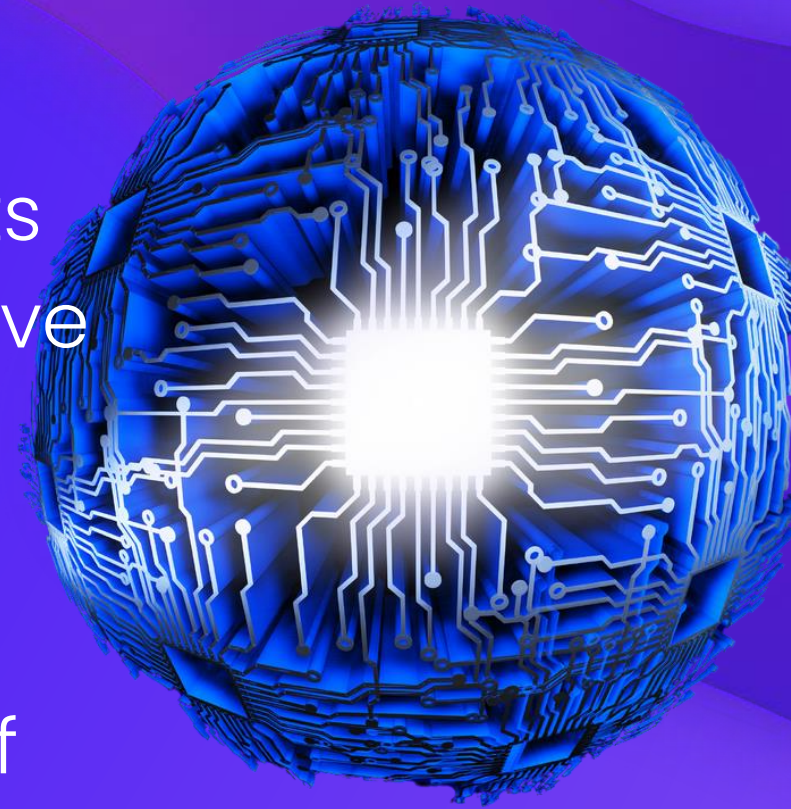
Authenticity has nothing to do with being comfortable with the way we dress, wear our hair, or accessorize. It does not require us to disclose our every thought and emotion. Rather, authenticity is about expressing our honest perspectives, preferences, and ideas without shading or obfuscation because we feel a need to conform to a group expectation about a particular behavioral style, communication technique, or problem-solving approach. Authenticity is about remaining true to our core values.



–Andie Kramer, Forbes Contributor

THE AUTHENTICITY DILEMMA

Individuals need to learn to draw upon those aspects of themselves that will allow them to be most effective in the situations in which they find themselves. We have closets filled with different types of clothes appropriate for different occasions. So, too, we have “whom we are” closets filled with different aspects of ourselves that are appropriate for different tasks and demands. Being capable of drawing selectively from our “whom we are” closet is the essence of authenticity and the secret to personal and career success.



–Andie Kramer, Forbes Contributor

STRATEGY



Authenticity
Baseline

Emotional
Intelligence

Reading the
Room

Preparing a
Pathway

AUTHENTICITY BASELINE

Identity



You are who you are, not what you do

Values



What are your environment “non-negotiables”? What is your NorthStar?

Motivation



What is your endgame?
What is your why?



EMOTIONAL INTELLIGENCE

SELF AWARENESS

Consciousness of your own feelings and thoughts about those feelings.

SELF MANAGEMENT

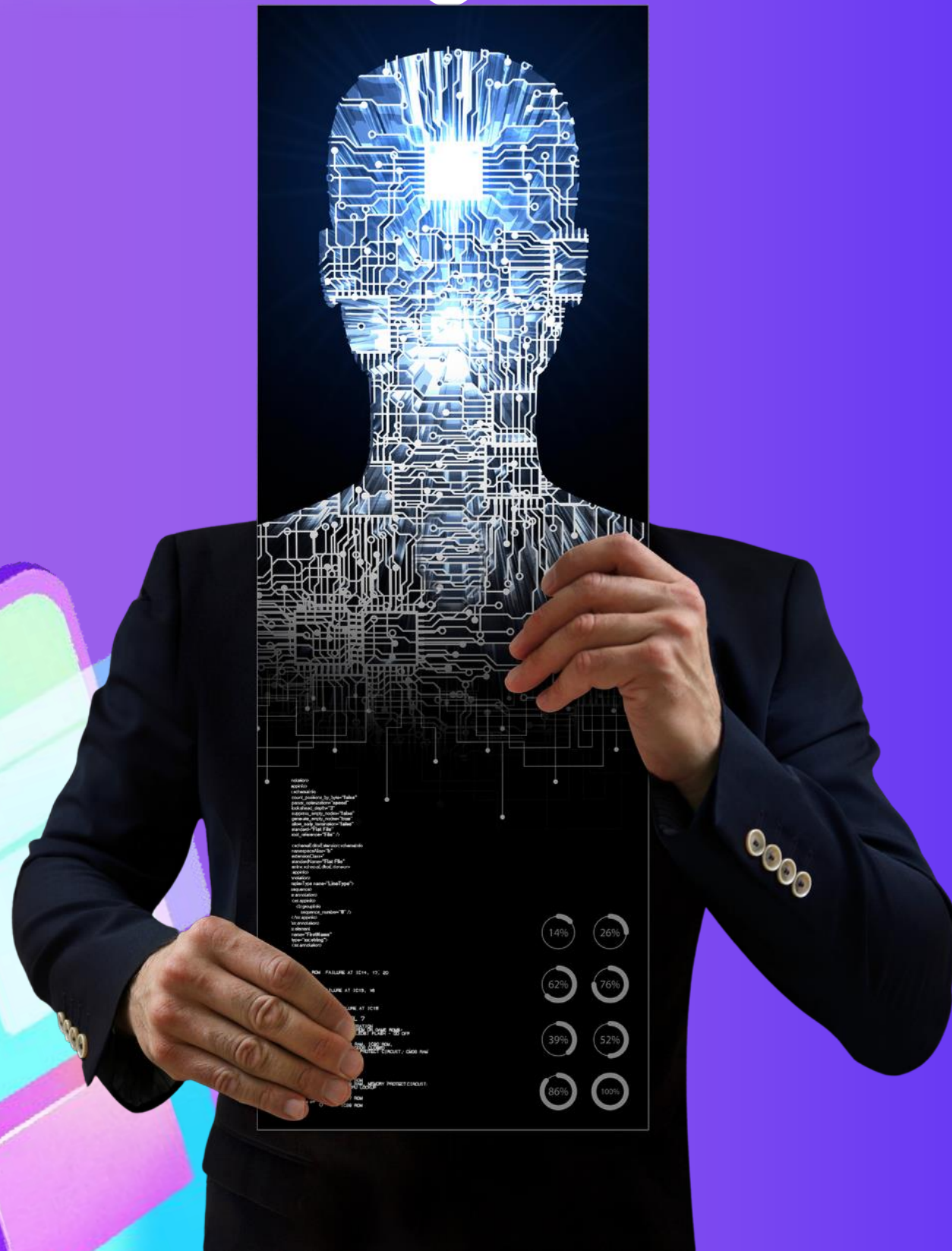
Ability to navigate your emotions, feelings, thoughts and actions in a healthy way.

SOCIAL AWARENESS

Consciousness of other people's feelings, thoughts, and emotions. Awareness of people's perceptions of you.

Relationship Management

Ability to navigate the emotions, feelings, thoughts and actions of others in a healthy way.



READING THE ROOM

EMOTIONAL INTELLIGENCE

CONSTANT

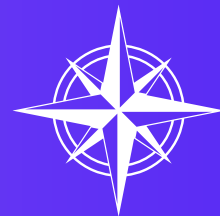
ADAPTABLE



IDENTITY

APPEARANCE

ENERGY



VALUES

MESSAGING

PHYSICAL EXPRESSIVENESS



MOTIVATION

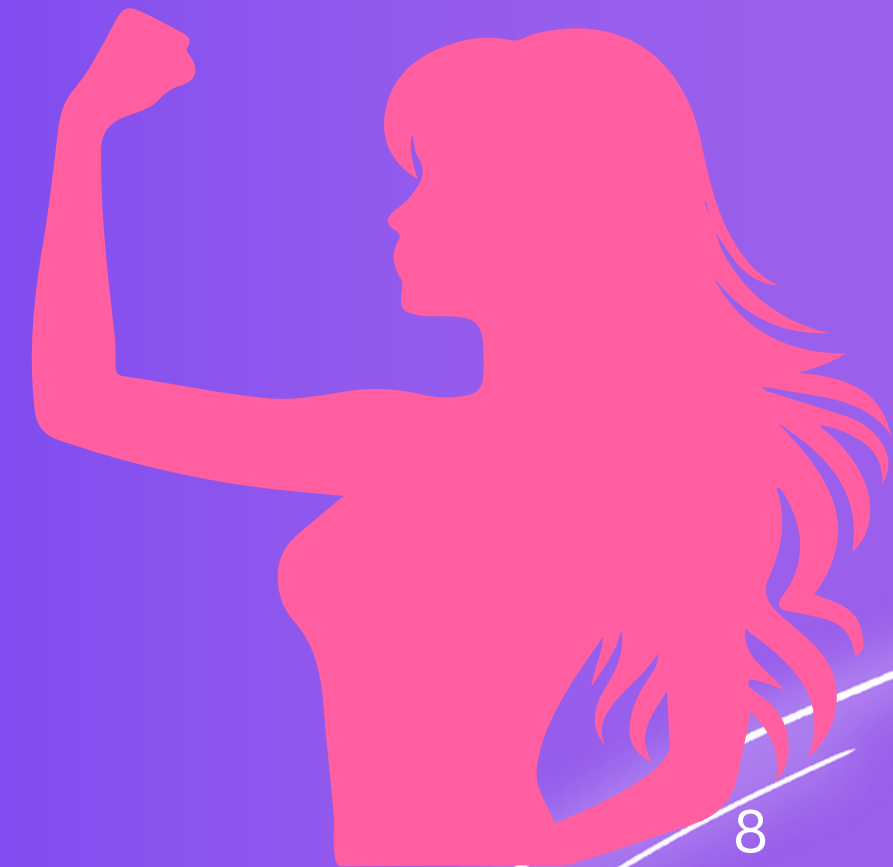
TIMING

TONE

PREPARING A PATHWAY

“If you’re not forging a path in your company to make leadership more inclusive or leveraging the full power and potential of women in leadership, then you’re not doing all you can for the success of your organization.”

—Cindy Adams, chief learning officer at Leadership Circle



KARRAH'S CAREER JOURNEY



Corporate



Higher
Education



State
Government



Nationwide,
Cross-
Industry
Partnerships

KARRAH'S AUTHENTICITY BASELINE



Identity



Values



Motivation

Accountability

Inclusion

Service

Faith

Integrity

Kindness

Civility

Empathy

Autonomy

Excellence

Family



READING THE ROOM

EMOTIONAL INTELLIGENCE

CONSTANT

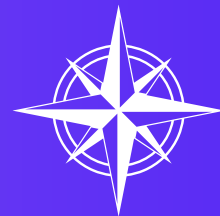
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IDENTITY

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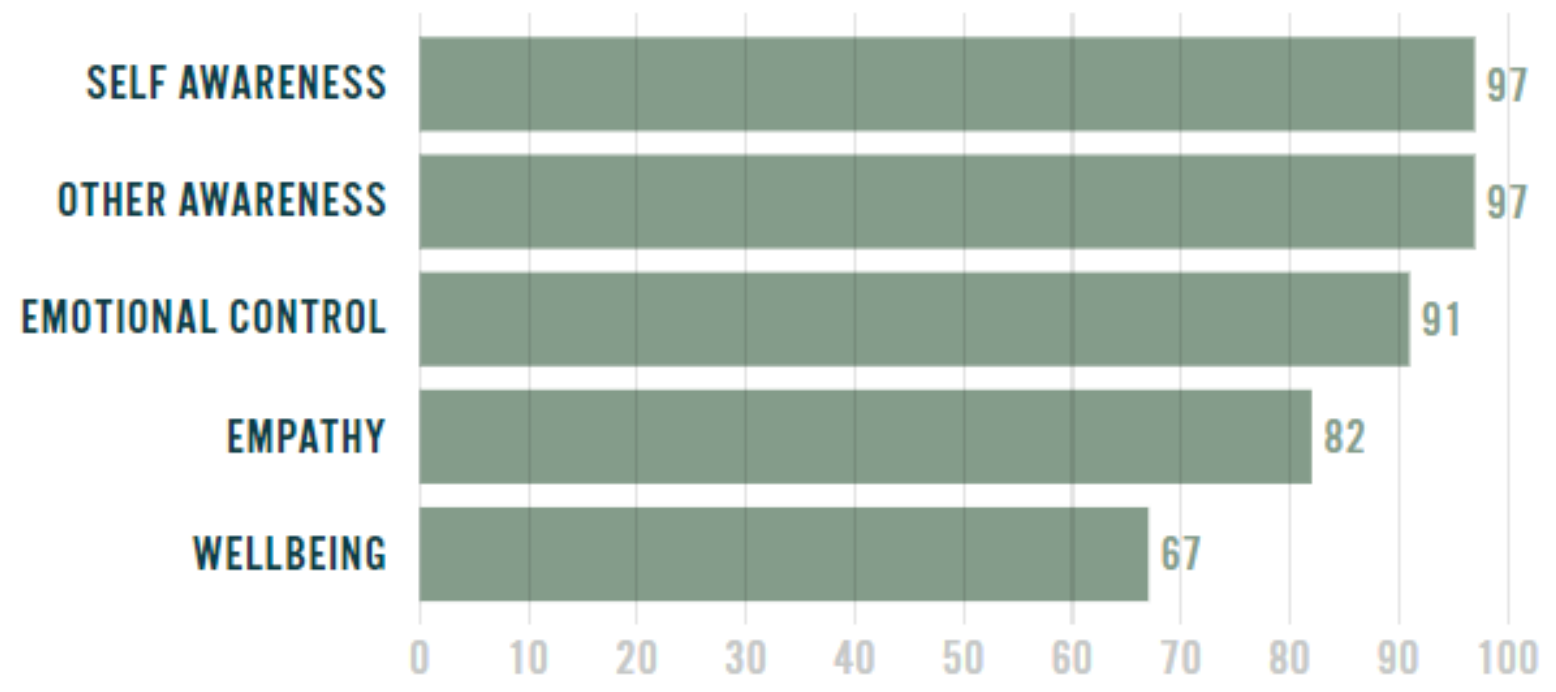
MOTIVATION

TIMING

TONE

Your Emotional Intelligence

Emotional intelligence can be thought of as a set of aptitudes and skills that allow people to manage their own emotions and relate effectively to the emotions of others. Being high in emotional intelligence means that you are able to use emotional experience effectively in your own life, as well as connect with others in a healthy, positive way. Emotional intelligence describes a range of skills and capabilities, from your ability to calm yourself down when you are upset to your ability to read the facial expressions of others. Our research has shown that these skills can be described in terms of five broad areas of intelligence. Below, you will see your score for each of the five areas, as well as a longer description of each.



Truity Emotional Intelligence Quiz



Sources:

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