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Emotional Intelligence for the Empowered Laboratory Leader

# Use this checklist to identify the Emotional Intelligence (EQ) of you/your high potential employee

| ATTRIBUTES OF A HIGHLY EFFECTIVE LEADER | INEFFECTIVE LEADERSHIP SKILLS/QUALITIES |
|---|---|
| In tune with his/her own feelings and appropriately communicates them | Is usually unaware of own feelings and either keeps emotions to self or shows them only in a negative manner |
| Considerate of other's feelings, especially around how people perceive the leader's messages | Tends not to be aware of, or concerned about other's feelings or about the emotional impact in self and others |
| Aware of tone of voice, body language, and facial expressions in self and others. | No awareness of, or concern about, tone, body language, or facial expressions in self and others |
| Understands and is aware of how his/her emotions may affect outward displays of behavior | Typically, unaware of how emotions affect outward displays of behavior |
| Acknowledges and validates others' feelings, work, contributions, and challenges | Unaware of trend not to acknowledge or validate others in most capacities |
| Connects with others and looks to help them develop personally and professionally | Disconnected emotionally and often threatened by others' strengths and skills |
| Has a "we" instead of a "me" attitude and is positive at the workplace | Has a "me" attitude and is usually negative at the workplace |
| Able to remain calm/composed when faced with unfavorable events | Unable to remain calm/composed in face of difficulties or unfavorable events |
| Effectively handles conflict | Unable to effectively handle conflict |
| Able to help other people when they are "down" | Unaware of others' need for help and not comfortable helping |
| Encourages others to speak about feelings | Discourages emotional expression in others |
| Controls negative and inappropriate outbursts | Explodes when things break down |
| Considers how he/she feels about decisions | Uses only left-brained analytical skills in decision-making |

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