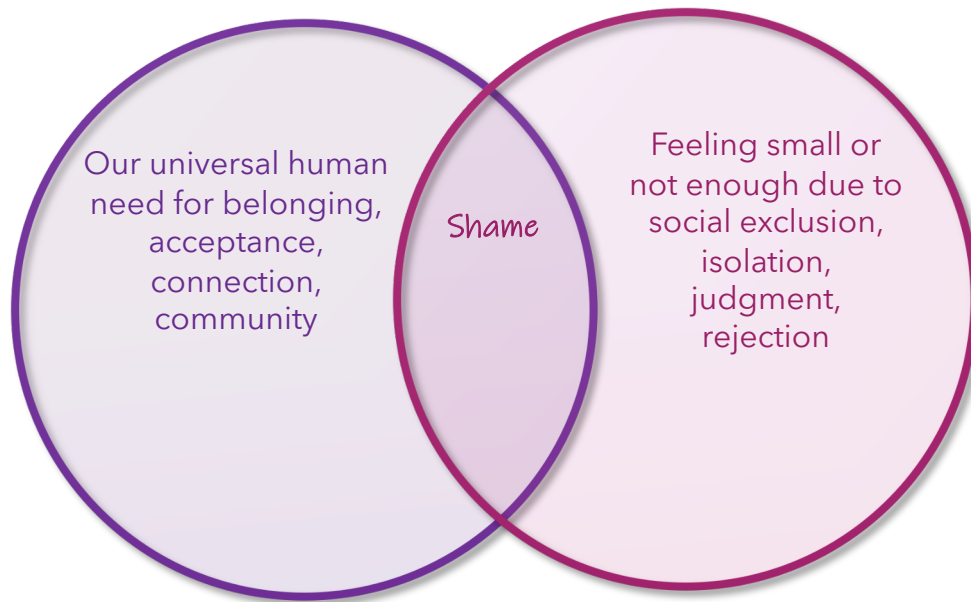


The 'S' Word



- Shame is universal; we all have it by virtue of being hard-wired for connection
- We think it results from major trauma, yet it also stems from the common experience of not feeling worthy of belonging and acceptance
- It's that 'warm wash' that comes over us when we feel small, or not good enough
- The word itself invokes a visceral reaction
- It's so contagious that even hearing someone else's story about their own shame can trigger us into feeling shame
- The less we talk about it, the more we have it and the more it controls our lives
- Shame cannot survive empathy
- Being spoken about openly dismantles shame, as the lie that we are alone in it is contradicted
- Shame needs three things to grow exponentially in our lives: secrecy, silence, and judgment

Dr. Brené Brown, research professor at the University of Houston



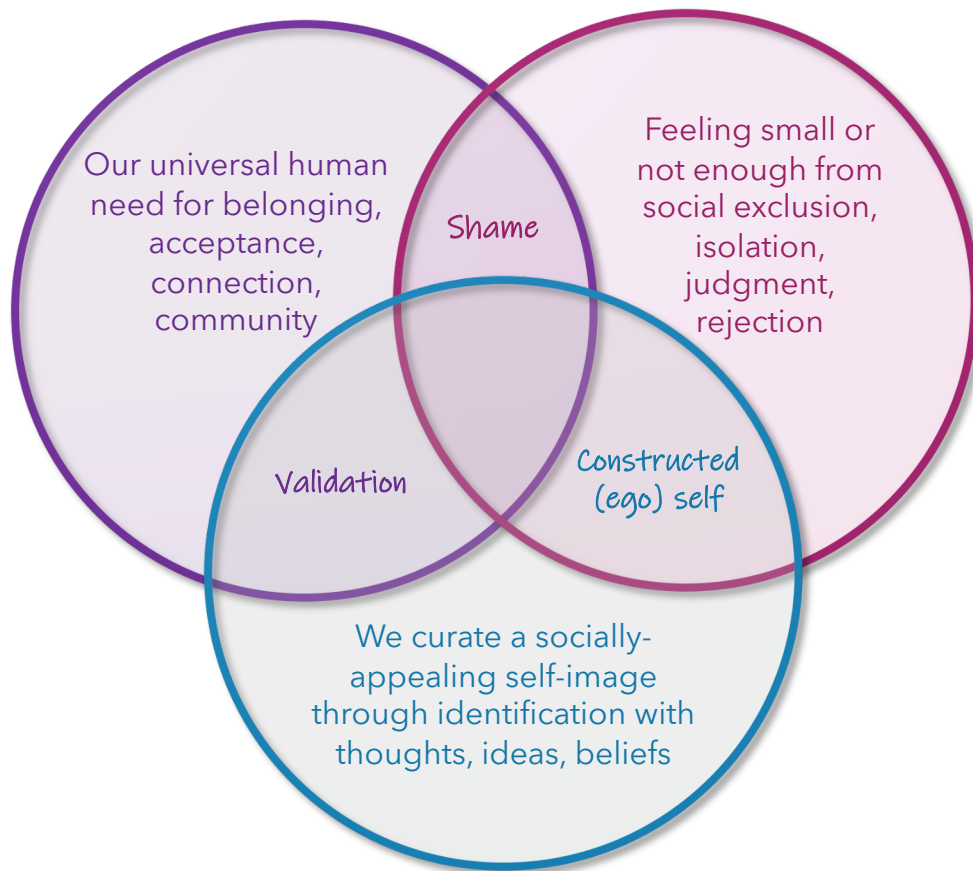
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Me & My Ego



- Ego gets a bad rap, but it's actually there to protect us from pain and discomfort
- It convinces us that it serves our best interests (which aligns nicely with a short-term pain-avoidance strategy)
- It protects us by creating a new self-image based upon socially desirable traits
- This conveniently serves two outcomes: one is that we avoid feeling the pain of shame, and the second is that social desirability leads to belonging and acceptance
- This comes with a cost; whatever qualities we identify with as the platform for our curated self-image requires the upkeep and maintenance of constant validation from everyone around us
- The moment we do not feel validated by others, we slip into feeling disconnected, which brings us perilously close to feeling shame
- The clever ego has us convinced this is the easiest way to go, yet those around us may likely disagree since we constantly rely on them to do our heavy lifting...and they know it



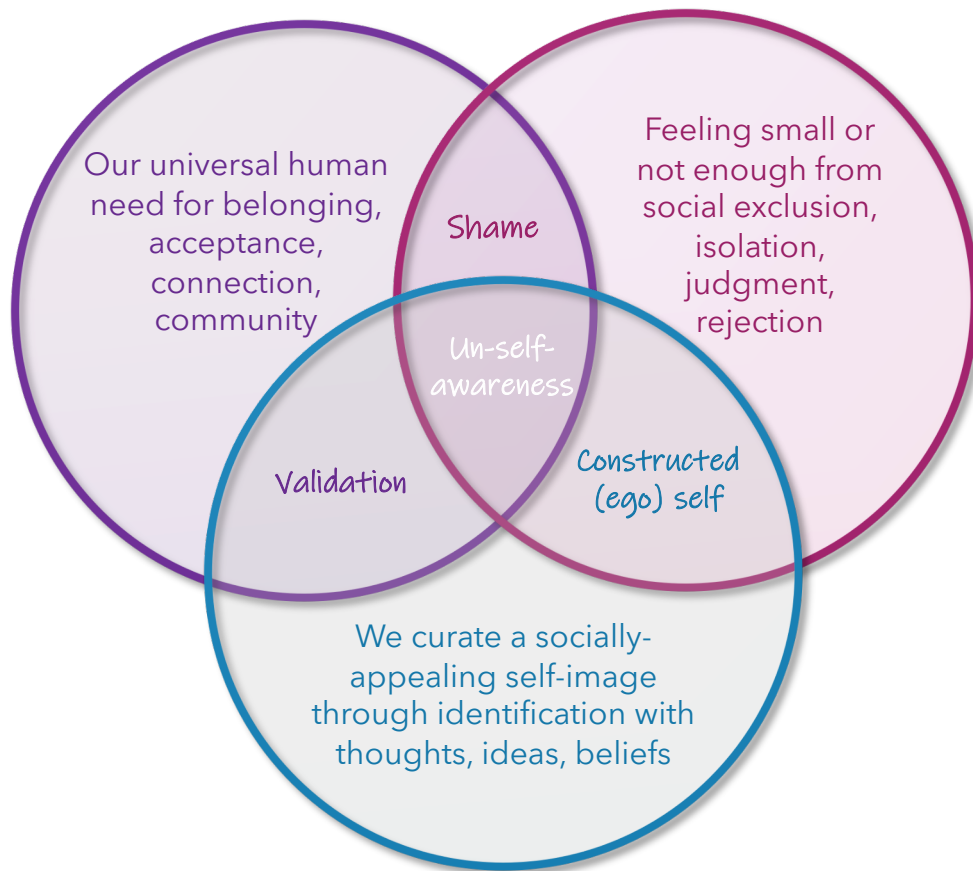
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Un-self-awareness



- Perhaps the silver lining in the research findings that 95% of people think they're self-aware when 10–15% actually are*, is that most people blissfully live their lives needing and seeking constant validation to reinforce their constructed sense of self-worth, believing this is working well for them
- According to corporate research, leaders who are out of touch with their reality are six times more likely to derail*
- Leadership derailment at work presents much like personal turmoil at home, including the display of subversive behaviours such as: controlling, blaming, public reprisals & reprimands, falsifying facts, undermining others, the inability to accept criticism & feedback or be held accountable, and even complete withdrawal
- Each of these behaviours are linked to lower engagement and satisfaction, higher stress levels, and the erosion of relationships through the breakdown of trust

**Dr. Tasha Eurich, organizational psychologist*



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Self-awareness: The Virtuous 'S' Word



- Self-awareness is a self-perception competency of emotional intelligence which can be developed with time, attention, and practice
- Acute self-awareness fuels our ability to respond to life's challenges in a socially responsible manner that invites empathy
- The key to developing this skill is to understand our starting point; pinpointing where we are is necessary to track real progress toward a goal
- The EQ-i2.0® is the premier model for measuring emotional intelligence based on the original EQ-i (Bar-On, 1997) and supported by more than 25 years of scientific research
- An international and multicultural focus; EQ-i2.0® items were created to be as universally applicable as possible
- This model demonstrates very strong statistical reliability and validity



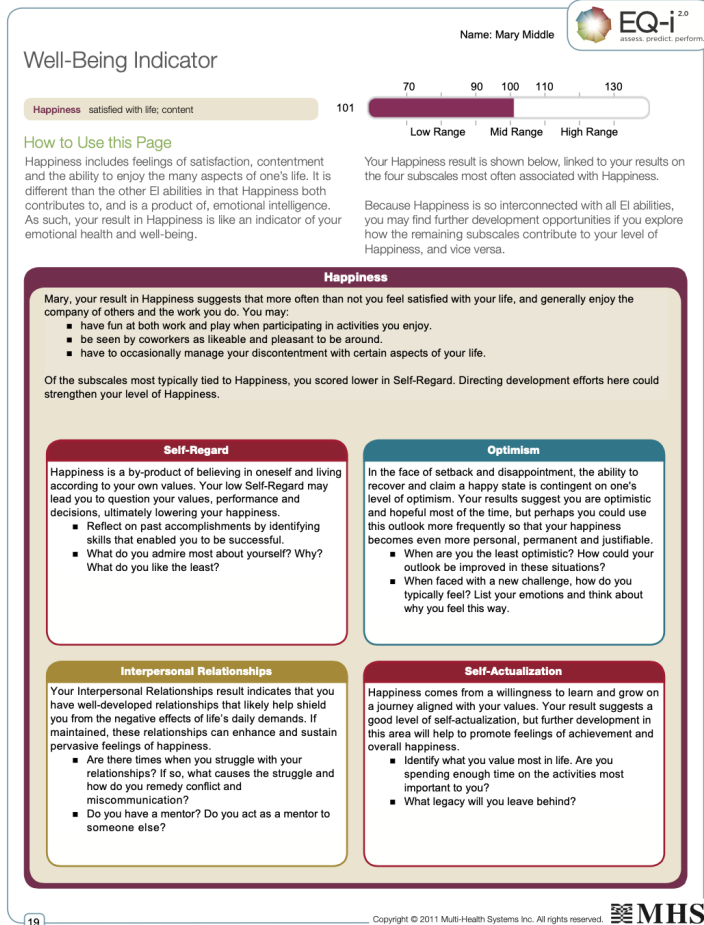
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EQ-i2.0[®] Lifestyle Report



- The EQ-i2.0[®] workplace/lifestyle report provides an overall measure of emotional intelligence, including measures for five composite scales, and fifteen subscales
- Developing emotional intelligence is critical for building meaningful workplace and personal relationships, and for overcoming life's challenges
- This report features a Well-Being Indicator that measures overall level of happiness; which is the underpinning of resilience, especially important for successfully navigating and managing uncertainty, anxiety, and stress
- For more information or to schedule an assessment, please visit: simplesoul.ca, or kindly reach out to andrea@simplesoul.ca with any questions



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EQ-i2.0[®] Leadership Report

Name: Mariana Felicia




Leadership Potential

The EQ-i 2.0 subscales are strongly related to leadership competencies that in turn may be associated with productivity, decreased employee turnover, and increased efficiency. A leader who embodies the competencies below is more likely to increase work satisfaction, create trust, and foster organizational commitment and loyalty.

This page provides you with a leadership lens through which to view your EQ-i 2.0 results. There are four general competencies required of most leaders: authenticity, coaching, insight and innovation. The top six EQ-i 2.0 subscales (based on theory and research) that are associated with each competency are displayed below. High scores on the associated subscales help ensure optimal functioning in the competency area. Alternatively, if you score lower on a few subscales for a particular leadership competency, you can quickly see that this might be an area of challenge for you in your current leadership role. Focusing development efforts in these areas are likely to yield the greatest return in your growth as a leader.

Authenticity


An authentic leader serves as a role model for moral and fair behavior. A transparent approach commands esteem and confidence from employees.



Self-Actualization	114
Reality Testing	100
Self-Regard	112
Emotional Self-Awareness	112
Social Responsibility	100
Independence	120

Coaching


A leader who coaches effectively is seen as a mentor who supports employee growth. Employees are nurtured towards achieving their highest levels of performance.



Self-Actualization	114
Empathy	100
Reality Testing	100
Interpersonal Relationships	103
Assertiveness	116
Emotional Self-Awareness	112

Insight


A leader provides insight by sharing a purpose and hopeful vision for colleagues to follow. Employees are compelled and inspired to exceed goals.



Self-Actualization	114
Optimism	115
Self-Regard	112
Social Responsibility	100
Interpersonal Relationships	103
Emotional Expression	123

Innovation

An innovative leader focuses on taking risks, spurring colleagues' ingenuity and autonomous thought. Knowledge is valued and challenges are viewed as learning opportunities.




Self-Actualization	114
Independence	120
Problem Solving	80
Assertiveness	116
Flexibility	99
Optimism	115

Leadership Derailers

Mariana, you may be at a higher risk of derailment as you received a lower result in Stress Tolerance, Problem Solving and Impulse Control. Lower scores on any of the four subscales are associated with adopting a more passive or avoidant leadership style. Your team may see you as being ineffective in certain situations and may not be fully satisfied under your leadership. Strengthening lower scoring subscales may help you reach your true leadership potential.

Impulse Control	87
Stress Tolerance	70
Problem Solving	80
Independence	120

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- The EQ-i2.0[®] leadership report has many unique features linking emotional intelligence with leadership development
- These features provide a leader with a snapshot of how their emotional intelligence compares to that of other leaders* and insight into leadership strengths and potential areas for development
- These leadership dimensions were identified from research conducted on 220 leaders who completed this same assessment
- For more information or to schedule an assessment, please visit: simplesoul.ca, or kindly reach out to andrea@simplesoul.ca with any questions

*These leaders held positions of mid-level management through to C-suite leadership roles and were from a variety of industries (e.g., healthcare, technology, financial services, and construction) across North America. Most leaders were working in large organizations (over 400 employees).



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