VENZ MEDIA
A CREATIVE COMPANY

EiQ Fundamentals | Part I

A Leadership Lab by Ultimate Reality

[November 20, 2025]

Welcome!

What is Emotional Intelligence?

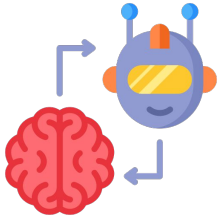
Psychologists Peter Salovey and John Mayer defined EI in 1990 as “the ability to monitor one’s own and others’ emotions, discriminate among them, and use this information to guide thinking and behavior”.

Why is EI important?

(Especially Now)

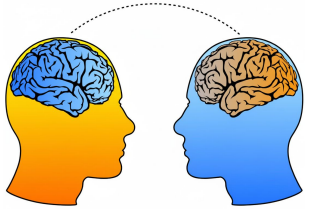
WEF's *Future of Jobs* Report (2025):

EI skills such as *motivation, self-awareness, empathy, and active listening* ranked among the top 10 most valued competencies by employers, alongside analytical thinking.



Harvard Medical School (2025):

Psychologists emphasize that EI is "a different way of being smart," and crucial for navigating complex workplace dynamics and thriving in environments that are increasingly shaped by AI.



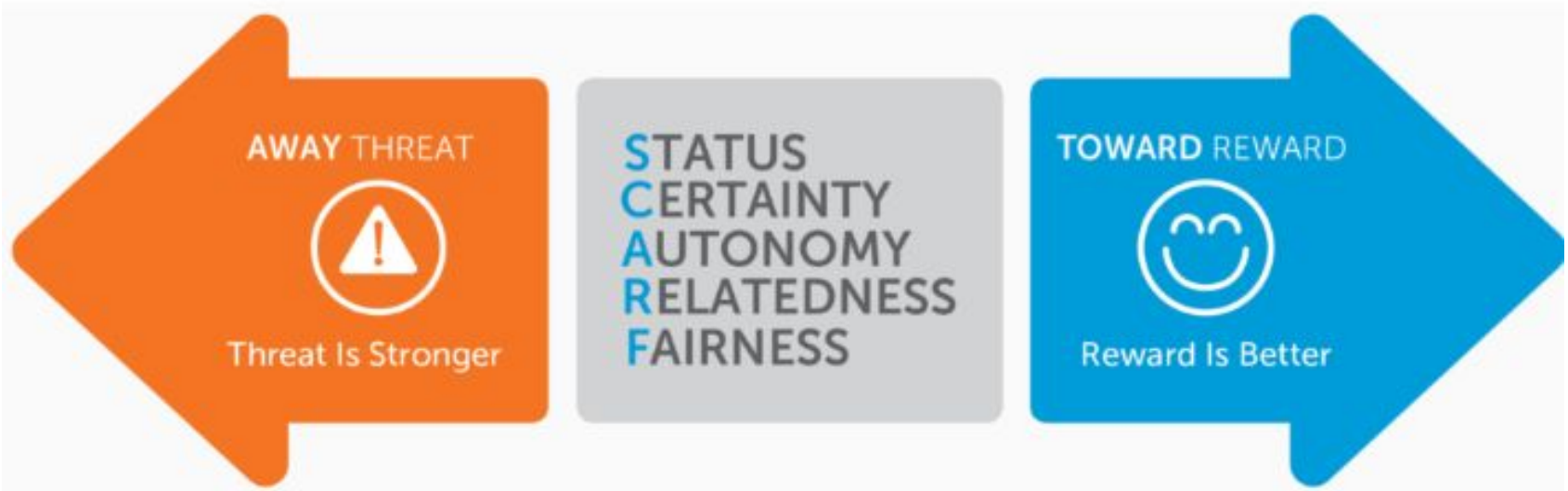
Administrative Sciences Journal (2025):

A study on managers revealed that higher EI directly improves employee performance and well-being.. Leaders with strong EI foster resilience and better organizational outcomes.

Goleman's EI Model (1995)

Leading Self	
Self Awareness Recognizing your emotions and their impact on your thoughts and behavior.	**Self Management** Emotional self-control, adaptability, achievement orientation, and cognitive reframing.
Leading Others	
Social Awareness Understanding others' feelings and perspectives, recognizing dynamics within groups and organizations.	**Relationship Management** Connecting, coaching/mentoring, managing conflict, influencing and inspiring people.

Self Awareness 101:
Revisiting The SCARF Model

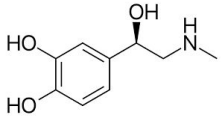


What is **your** top motivator?

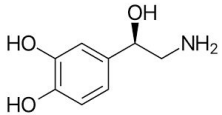
The Brain's Chemical Response

Social Threat → Sympathetic
"Fight or Flight" Response

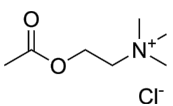
Epinephrine
(Adrenaline)



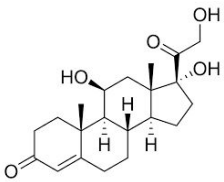
Norepinephrine
(Noradrenaline)



Acetylcholine

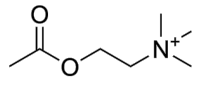


Cortisol

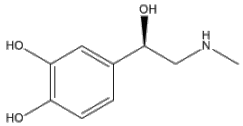


Social Reward → Parasympathetic
"Rest and Digest" Response

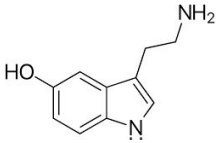
Acetylcholine



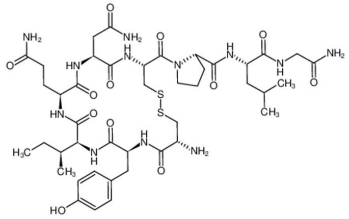
Dopamine



Serotonin



Oxytocin



It’s not “all in your head”

Social Threat		Social Reward
Increases heart rate and contraction force		Decreases heart rate and contraction force
Bronchioles dilate to increase airflow		Bronchioles constrict, reducing airflow
Digestion activity slows		Digestion activity increases
Pupils dilate		Pupils constrict

Self Management: Cognitive Strategies

EMOTIONAL AWARENESS

When arousal is high, affect labeling can reduce distress. Caution: avoid overthinking.

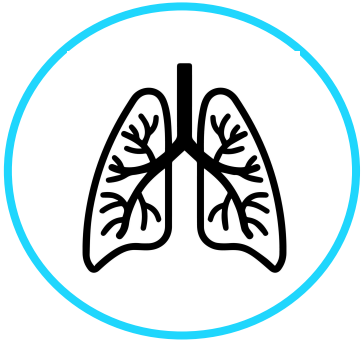
GROWTH MINDSET

Reframing fears/challenges as things you haven't mastered "yet" promotes curiosity.

STORY TELLING

Owning your narrative changes how you recall setbacks and also how others perceive you.

Self Management: Physical Strategies



BREATH CONTROL

Deliberate breathwork can reduce subjective stress. Different styles apply.

MOVEMENT

Taking a movement break after a stressful interaction resets your CNS in 20 minutes.

NATURE EXPOSURE

Nature exposure correlates with reduced stress, improved mood, and better attention.

Insight
Question
Action