



# EiQ Fundamentals | Part II

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A Leadership Lab by Ultimate Reality

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# Review: 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. e

# Your Top 5 Values

## Health

well-being, fitness, not being sick

## Financial stability

stable income, financial freedom

## Challenge

testing your own abilities, competition

## Freedom

liberty, freedom of action and thought

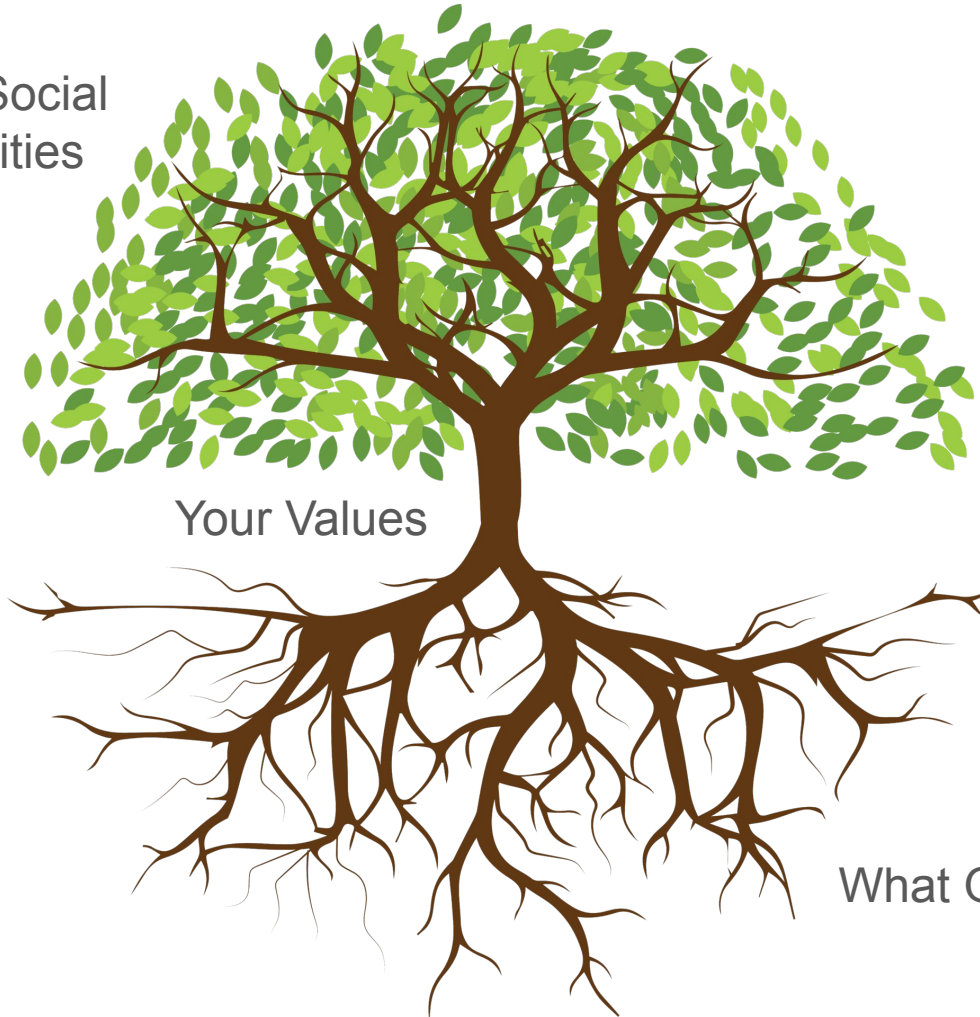
## Authenticity

truthfulness, genuineness

Your Social  
Identities



What Gives  
You Life



Your Values



What  
Scares  
You

What Grounds You

# Outward

I am focused on building positive relationships and achieving shared results.

Others are **people** to me:

They have hopes, dreams, fears, feelings, families, needs, objectives and challenges that *matter*.

# Inward

I am focused on myself and (really) only care about my own issues.

Others are **objects** to me. They are:

Vehicles that I use, obstacles that I avoid, or irrelevancies that I ignore.

# Maslow's Hierarchy of Needs



Self-actualization



Esteem



Love/Belonging



Safety



Physiological




Why, sometimes,  
it's hard to be  
outward...





# EXTREME ROAD RAGE




I feel like she is  
treating me like an  
object, so that's how  
I will treat her.  
Doing this doesn't  
feel **good**, it feels  
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When we are inward, we invite others to be inward towards us.  
It's almost as if we're colluding to maintain our own inwardness.

# Collusion



A man and a woman are sitting on wooden chairs, facing each other. They are both smiling and clapping their hands. The man is on the left, wearing a dark blue sweater and jeans. The woman is on the right, wearing a dark blue sweater and jeans. The background is a plain, light-colored wall.

“I am sorry. I wasn’t being fair to you. I value our relationship. Can you please help me better understand your perspective?”

When we are outward, we invite others to be outward towards us. They may not turn to face us, but once we do, the collusion is over.

# Turn Your Chair

A man with a beard and a woman are sitting at a table, holding white coffee cups and smiling at each other. The background is a blurred indoor setting.

# Meet to Learn

Tell me about your:

Needs  
Objectives  
Challenges

**This is an ongoing practice, not just a “get to know you” technique.**

# Relationship Management: 3 Essential Strategies



## MIRROR OTHERS

When we make eye contact, mirror facial expressions, movements, energy, and words, we create unconscious alignment.



## MEET TO LEARN

When we seek to understand people's needs, objectives and challenges and ask how we can help, we build and foster outward relationships.



## TURN YOUR CHAIR

When you are outward, you invite others to be outward towards you. They may not respond with outwardness, but you've broken the collusion.

# Insight Question Action

