The Components of Emotional Intelligence

**SELF-AWARENESS**

- Attention to one’s own internal states, preferences, and motivations as well as one’s weaknesses and blind spots.
- “Our emotions are always with us, but we are not always with them.”
- Mindfulness: recognizing feelings as they happen.
- Hallmarks: self-confidence, realistic assessment, able to have humor about oneself.

**Questions to ask yourself:**
- Am I aware of my emotions in real time?
- Am I aware of my weaknesses and potential blind spots?
- Am I able to live in the present, rather than wallowing in the past and/or obsessing about the future?

**Developing self-awareness:**
- Down time/Slow down to reflect
- Checking in—asking for and accepting feedback
- Journaling, Nature, Solitude
- Practice mindfulness and meditation
- Mindfulness of emotion—choosing an effective response vs. automatic pilot

**SELF-REGULATION**

- Managing one’s internal states and impulses.
- Choosing a thoughtful response instead of reacting on automatic pilot.
- Flooding—Heart rate 100 beats per minute.
- Hallmarks: trustworthiness and integrity, comfortable with ambiguity, openness to change.

**Questions to ask yourself:**
- Do I manage my moods so I can be grounded and centered most of the time?
- Do I pause and take a deep breath in tense and stressful situations?
- Can I delay gratification?

**Developing Self-Regulation:**
- Get comfortable with being uncomfortable
- Relaxation breathing, mindfulness
- Perception is everything—our thinking influences our emotions/behavior
- Physical self-care
- Practice delayed gratification

Contact
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Free confidential counseling services and 24/7 crisis hotline.
MOTIVATION

- A passion to work for reasons that go beyond money or status.
- Emotional tendencies that facilitate reaching goals.
- Persistence in the face of setbacks.
- Internal vs. External locus of control (self-efficacy).
- Hallmarks: strong drive to achieve, optimism even in the face of failure.

Questions to ask yourself:
- Am I in charge of my day or do I let external factors control my mood?
- When things get difficult, do I give up easily or push through?

Developing motivation:
- Practice internal locus of control
- Focus on small steps (avoid Mount Everest Syndrome)
- Discover your likes/dislikes

EMPATHY

- Awareness of others’ feelings, needs, and concerns (and not just for those people we care for!).
- Skillfully treating others according to their emotional reactions.
- Nonverbal language IS the language of empathy.
- Listening/Empathy = healing balm of emotional pain.

Questions to ask yourself:
- Do people generally feel emotionally safe around me?
- Am I able to help others without losing myself?

Developing empathy:
- Don’t shy away from your own pain.
- Practice listening rather than lecturing.
- Take time to “feel” the other person’s pain.
- Don’t say “at least.”
- Avoid the tendency to compare.

SOCIAL SKILLS

- Proficiency in managing conflict, communicating effectively, and building networks.
- Establishing personal connections.
- Acknowledging others’ strengths and accomplishments, and encouraging others to be their best.

Questions to ask yourself:
- Do I effectively communicate my needs to others?
- Can people count on me when I give my word?

Developing social skills:
- Improve communication skills.
- Know your audience—notice others’ concerns.
- Learn healthy conflict-resolution skills.