

Emotional Intelligence



WORKSHOPS | KEYNOTES | COACHING

Durable Skills to build Resilience and Authentic Leadership

Why Emotional Intelligence (EQ)? EQ is the #1 Predictor of Top Performance. And 75% of people managers use emotional intelligence to gauge employees' readiness for promotion and eligibility for a salary increase. And organizations that emphasize EQ experience higher levels of productivity and employee engagement than those that under-invest in or ignore it altogether.

Yet fewer than 20% of companies qualify as emotionally intelligent, and only 10-15% of the population is self-aware.

Emotional Intelligence is no longer a nice-to-have, it is a must-have for organizations to succeed and retain top talent in today's marketplace.

Emotional Intelligence, defined as a set of soft, or durable, skills, has been proven as the missing key to creating adaptable leaders and increasing engagement and productivity. And you now have a local EQ Professional who is ready to bring it to your team, through workshops and consulting.

Heidi Esther, Joyologist, is a degreed engineer, veteran Relationship Building Professional, Certified Emotional Intelligence Life Coach, Certified Essential Workplace Skills Facilitator, and Human Motivation Strategist. Each effective EQ workshop is instructor-led and participant-centered, integrated with multiple modalities to meet each learner. What's better? Participants come away with Resources for reference and tactile action steps to defeat motivation killers and improving EQ skills right away. Can you afford not to invest in the success of your team?

Heidi Esther, Joyologist
Certified EQ Life Coach + Essential Workplace Skills Facilitator

Howdy@HeidiEsther.com
217.714.4345

Workshop and Consulting Topics

EQ for Self-Mastery

In EQ for Self Mastery, you will learn, practice, and understand the Foundations of Emotional Intelligence - Self-Awareness, Regulation, Motivation, Empathy, and Social Skill. You will come away with awareness of your own blocks to Emotional Intelligence and what your triggers are - along with practical steps to resolve them. You will end with developing Active Listening, along with increasing your Empathy and Confidence in the process. Bonus! Comes with Emotional Intelligence Assessment.

Outcomes

- Understand the importance of EQ, and physiological origins of emotions
- Identify the 5 Foundational Pillars of EQ and Low/High EQ Behavior
- Learn and Resolve common blocks to EQ development
- Understand emotional regulation and motivation through the Emotional Scale
- Recognize and Resolve Emotional Triggers
- Increase Confidence, Empathy, and Social Skills through Active Listening

EQ for Mindfulness-Based Stress Reduction

Do you experience stress, overwhelm, or exhaustion? Then this is for you! We look what happens in our bodies and emotions under stress. Next, we build our own definitions of resilience. We'll leverage our resilience and EQ to overcome obstacles to build healthy boundaries and recuperative spaces. Last, we will look at the common components, warning signs, and how to recover from the growing epidemic of Burnout.

Outcomes

- Understand the physiological origins of stress + how the body keeps the score
- Expand definition of personal Resilience
- Practice utilizing a framework to identify and advocate for healthy boundaries
- Understand science and emotions that prevent creating mindful habits
- Practical tips to Recover from and Prevent future Burnout

EQ For Employee Engagement + Relationship

This course is designed for anyone who wants to more than a paycheck from where they spend the majority of their time. We will start by harnessing the power of Emotional Intelligence to create more bandwidth for empathy and trust in relationships. We'll then step back to apply a framework to identify the support system you need to thrive - at work and home. And because so much of us are dedicated to helping others - as parents, managers, caregivers, and community members, we'll look at the growing prevalence of Compassion Fatigue and how to address it. We'll practice our effective communication skills through a confidence-building game. Last, we will look at a common communication "trap" called the Drama Triangle and put all or our tools together to assert healthy boundaries.

Outcomes

- Uplevel Empathy, Trust, and Social Skill through Active Listening
- Identify three-part support system to accelerate personal and professional growth
- Recognize and recover from Compassion Fatigue
- Practice 2 most effective communication skills - storytelling and assertive communication
- Addressing healthy boundaries through the Drama Triangle

EQ for Authentic Leadership

Whether you are in charge of the entire team, the cash register, or the laundry, you are a Leader! EQ for Authentic Leadership will prime you to step into bigger Leader Shoes. You'll know how to create safe spaces, say the hard things, make better decisions, and leverage more of your strengths.

The details: First, you'll identify quick steps to implement to increase growth in the 5 Emotional Intelligence Disciplines for you and your team. You will come away with a toolbox ready to implement Psychological Safety in conversations, along with a proven framework to initiate and work through difficult conversations. You will understand how to lessen Impostor Syndrome. Last, we will dive into how you best make decisions and your Authentic Leader Blueprint.

Outcomes

- Complete Individual EQ assessment to understand growth and strength areas
- Discuss and Practice strategies for Psychological Safety in your workplace
- Working with Impostor Syndrome
- Utilize framework to Practice difficult conversations
- Leverage Circles of Control for influence without authority
- Understand your optimal decision-making style through the 3 Centers of Intelligence
- Create Authentic Leader Blueprint to identify where you best Thrive!