

March 2010

Emotional Intelligence for Success

Emotional Intelligence (EI) is described as an individual's ability to validly reason with emotions and to use emotions to enhance thought. These may be one's own emotions, or the emotions of others, or even those of groups.

A Description of the High EI Individual

Generally speaking, emotional intelligence improves an individual's social effectiveness. The higher the emotional intelligence, the better the individual's social relations. An individual with a high EI can better perceive emotions, use them in thought, understand their meanings, and manage their own emotions. Typically this individual also tends to be somewhat higher in verbal, social, and other intelligences.

The high EI individual also often tends to be more open and agreeable to others. The high EI person is often drawn to occupations involving social interactions such as teaching and counseling, more than to occupations involving clerical or administrative tasks.

Generally, the high EI individual is less likely to engage in problem behaviors, and generally avoids self-destructive, negative behaviors such as smoking, excessive drinking, drug abuse, or strident disagreements with others. The high EI person is more likely to have possessions of sentimental attachment around the home and to have more positive social interactions.

Emotional Intelligence and the Workplace

There are five EI competencies that have shown to contribute more to workplace achievement than technical skills, cognitive ability, and standard personality traits combined.

Intuition & Empathy are vital to our awareness of others' feelings, needs and concerns. These are important when it comes to understanding others, developing people skills, and anticipating customers' needs.

Political Acumen & Social Skills pertain to our adeptness at inducing desirable responses in others. These are essential skills for leadership, communication, conflict resolution, and creating group synergy.

Self-Awareness relates to our understanding of our internal states, preferences, resources, and intuitions. Individuals who are self-aware are more capable of recognizing their emotions and the effects they have on those around them, and tend to be more self-confident.

Self-Regulation is the ability to manage our internal states, impulses, and resources. These skills are critical when it comes to self-control, our trustworthiness and our ability to adapt to new situations.

Self Expectations & Motivations are our emotional tendencies that guide or facilitate reaching goals. These are skills vital to our commitment, initiative, optimism and drive to achieve.

KGA News

KGA recently welcomed a new addition to our staff, Richard Emerson. Dick is part of KGA's creative team, also serving as Director of the Client Solutions Team.

Dick has more than 30 years of experience in advertising and marketing. He was a founding partner at Emerson Lane Fortuna. In 1991, Dick merged his business with Arnold Advertising and became COO of the agency's integrated marketing divisions. He later served as partner and COO of Toth Brand Imaging before retiring from full-time agency work in 2007. He now devotes his time to consulting and public service.

Research Shows...

Spring is right around the corner, which is usually about the time of year fitness clubs see the New Year's rush of

eager workout warriors start to fade (-- good thing they locked you into the gold membership for 12 months, right?). If your idea of a workout routine has reverted into walking to the mailbox once a day, fear not, for you are not alone. We recently asked employees how they were adjusting to their new lifestyle.

650 people responded

Are you sticking to that New Year's diet resolution?

33.1% Nope.

20.0% I'm trying, but it's hard to find the time.

19.4% Just barely! My motivation is slipping.

16.2% Yes. It's worth the effort.

11.4% You bet. I feel great!

Keep it up! We're rooting for you!

Webinar Alert

Emotional Intelligence for Success

What's your EQ? Emotional Intelligence helps us to recognize and understand feelings and how they affect our behavior and those around us. Attendees will learn how to identify hot buttons, triggers, and emotional roller coasters to help promote success at home and at work.

Join our free lifestyle webinar: March 16, 2010, Noon, 2p.m., and 4p.m. EST.

How to Register

You can register via the KGA EAP/Work-Life website using these instructions, or your organization may have direct access through your intranet.

1. Go to www.kgreer.com and select Member Login
2. Click on EAP Login
3. Login using your company's three (or four) letter username and password (9557)
4. Scroll to the bottom right-hand portion of the screen and click on the first link in the events section. Or, click "View All Seminars" to register for upcoming events or to view archived webinars.

Call to Action

On the heels of the devastating earthquake in Haiti, a massive earthquake recently hit central Chile. The 8.8 earthquake caused widespread damage, destroying buildings, bridges and roads in many areas. Electricity, water and phone lines were cut. The death toll has risen to 800 and is likely to rise as rescue efforts move toward the coast.

There are number of reputable organizations accepting donations for the relief effort in Chile.

American Red Cross

www.redcross.org or text "Chile" to 90999 to donate \$10.

World Vision

www.worldvision.org or text "Chile" to 20222 to donate \$10.

AmeriCares

www.americares.org

Contact us

There are always counselors standing by to assist you 24/7 at 800-648-9557.

E-mail us at info@kgreer.com

Chat with a counselor from 8:30am to 5pm eastern, Monday - Friday