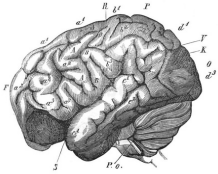


ENGINEERING LEADERSHIP SUCCESS BY DESIGN

Emotional Intelligence and Neuroscience as Career Differentiators

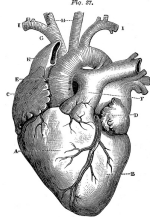
UNDERSTAND THE IMPACT OF THE TWO BRAIN NETWORKS

To communicate effectively with others, you have to use both, but you can't access them simultaneously



Analytical Network

- Ideal for problem solving, data analysis
- Essential for accuracy, editing, checking for corrections



Empathic Network

- Ideal for brainstorming
- Critical for creative endeavors
- Essential for connecting on an emotional level and establishing trust

Want to learn more about communicating to both hearts and minds? Start here:

- [Words Can Change Your Brain](#), Theresa Borchard, PsychCentral
- [The Best Managers Balance Analytical and Emotional Intelligence](#), Melvin Smith, Ellen Van Oosten, and Richard Boyatzis, HBR

DEVELOP YOUR SELF AWARENESS



Research by Dr. Tasha Eurich

Why do most people think they are self aware when so few really are? Mainly because most of us don't stop to think about the impacts of our emotions and fears on ourselves or others. The danger is that how we perceive ourselves is often very different from how we actually show up. And the more emotionally charged the topic, the more critical self awareness is.

Want to learn more about self awareness and emotional intelligence? Start here:

- [Increase Your Self Awareness With One Simple Fix](#)- Dr. Tasha Eurich, TEDx
- [Free Self Awareness Assessment](#)- Dr. Tasha Eurich, Insight: The Quiz
- [Emotional Intelligence Has 12 Elements- Which Do You Need to Work On?](#)- Daniel Goleman and Richard Boyatzis, Harvard Business Review

HONE YOUR EMOTIONAL INTELLIGENCE SKILLS

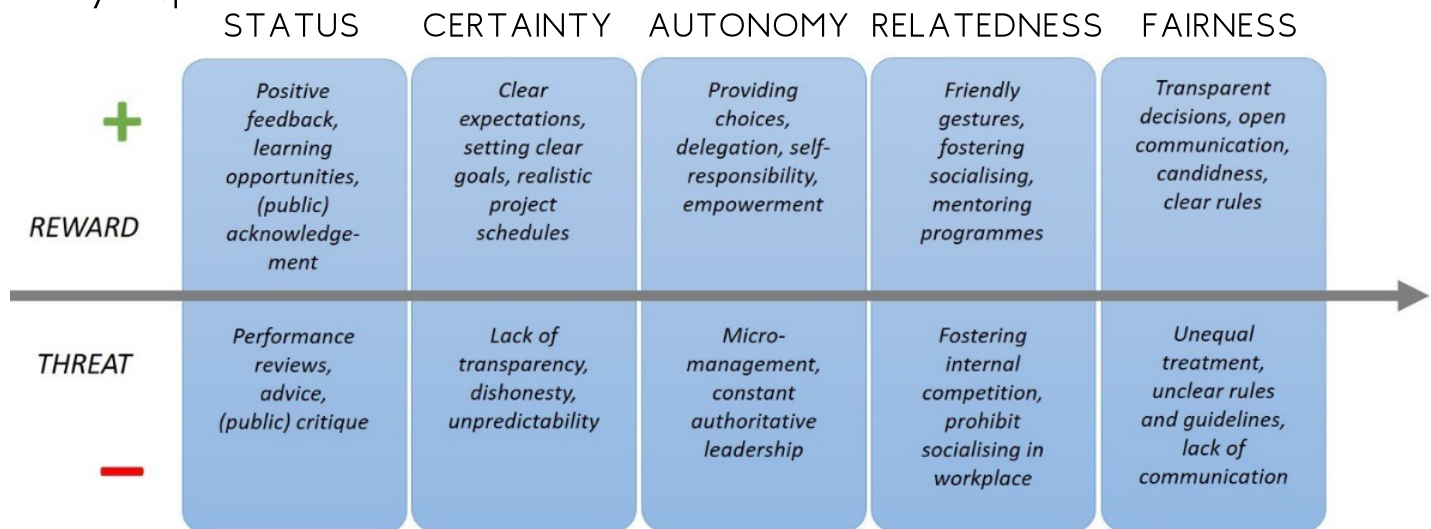
Research demonstrates that facts and logic rarely drive human behavior, emotions do, making emotional Intelligence an essential career differentiator. Daniel Goleman defines emotional intelligence as, "The ability to recognize, understand and manage our own emotions and recognize, understand and influence the emotions of others." It's the secret sauce behind teamwork, collaboration, and trust, and is essential to good leadership.

"Competency research in over 200 companies and organizations worldwide found that emotional intelligence was twice as important as technical and cognitive ability in distinguishing top performers from average ones. In senior leadership positions, it was four times as important."

Forbes

UNDERSTAND THE BRAIN'S TRIGGERS

The human brain responds to *perceived threats* to our status, certainty, autonomy, relatedness, and fairness, the same way it does do to actual *physical threats*-- by sending us into flight, fight, or freeze mode. Miscommunication can send us into a full on threat state, diverting oxygen from the executive function center of the brain to the amygdala and the major muscle groups of the body. To reduce the threat, think through David Rock's SCARF model triggers before you speak and act:



Want to learn more about amygdala hijacks, the SCARF model, and the impact of fear on the brain?
Start here:

If you feel yourself getting hijacked, try the box method of deep breathing to restore oxygen to your frontal lobe. Breathe in for 4 seconds, hold 4, exhale 4, hold 4, and repeat for 30 seconds. This simple technique can be used to promote calm anytime you feel stressed or lack focus.

- [Free SCARF Assessment](#)- NeuroLeadership Institute
- [Managing with the Brain in Mind](#)- David Rock, Psychology Today
- [What Happens in the Brain When We Feel Fear](#)- Arash Javanbakht and Linda Saab, Smithsonian Magazine