

**IQ Meets EQ Better
Together!**



PD Workshop

Emotional intelligence also known as (EQ) or (EI) emotional quotient...It is the solution to manage stress better, healthy mindset and being happier in life!



EQ is being smarter with your feelings, It is the ability to integrate your thinking and feeling to make the best possible decisions. To identify, understand and manage your own emotions.

The Research...EQ

Harvard Business Review calls it "A key leadership skill,"

The World Economic Forum named EQ a core -work-related skill, which is predicted to be "higher demand across industries than narrow technical skills. "EQ enables us to understand and navigate our own emotions as well as relationships.

Gallup Research, an organization full of employees who believe they belong is an organization full of employees who feel purposeful, inspired and alive. And these employees are more PRODUCTIVE and better PERFORMERS

EQ is the one thing, the secret sauce to your overall effectiveness, relationship, well-being, and overall satisfaction. Impacts every area of your life. Your Work. Your Family. Your Friendships. Your sport. Your influence. Your decisions. Your Focus. Your Health.

People With High EQ are valued more in the work place than people with high IQ...Why? Strengths in 4 key areas!

Relationships..People with high EQ

Have the capacity to build and maintain relationships because they have strong empathy, connect and respond with others well. They are optimistic and find solutions

Effectiveness...People with high EQ

Aware how they act under pressure. They know how to make adjustments along the way so they can be focused on their goals. They are motivated by their values, and align their choices to what matters

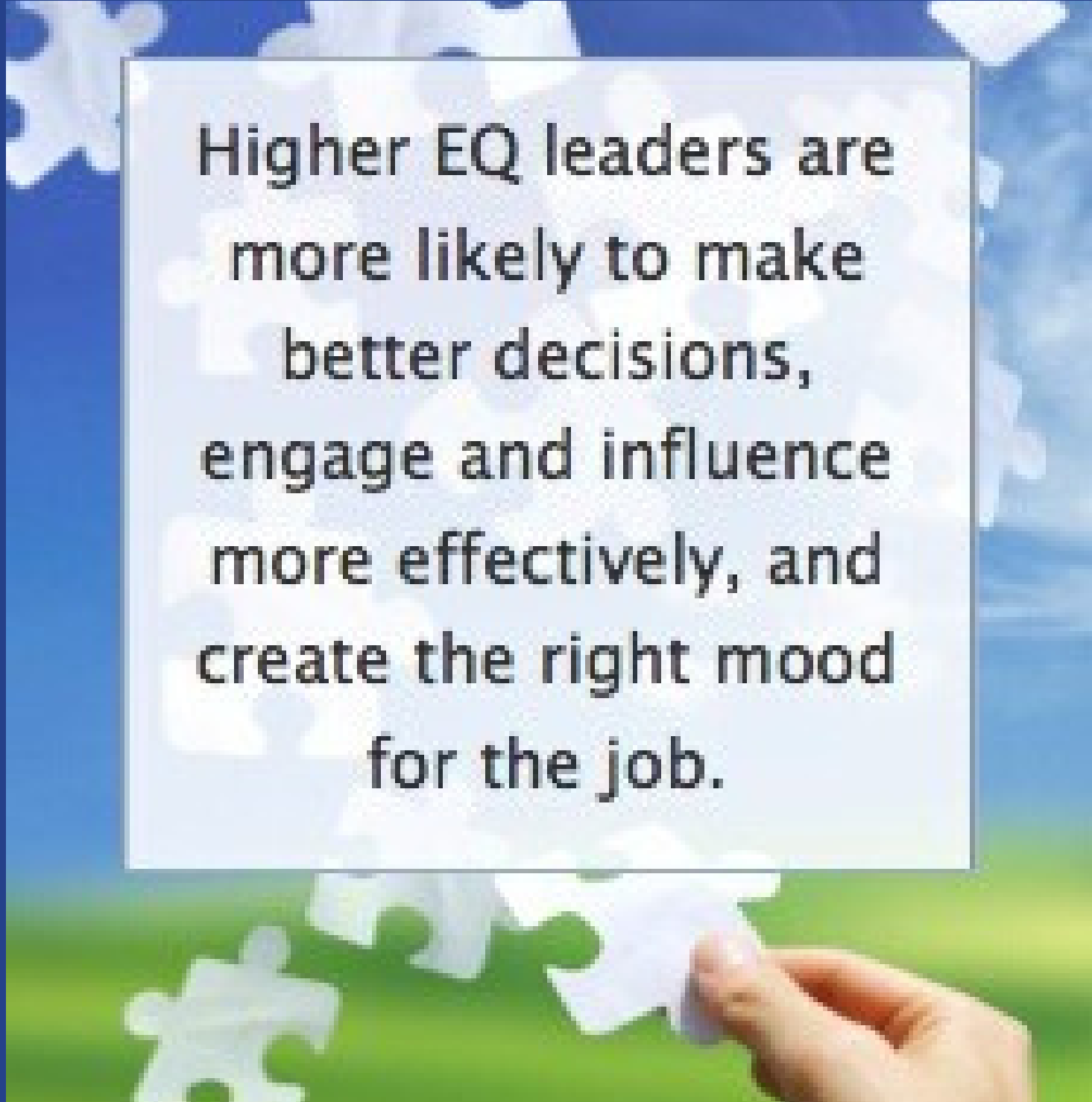
Wellbeing...People with high EQ

Manage health and wellness in a way that brings them optimal energy and focus. They eliminate stress and busyness, and practice self care and self discipline and live a healthy lifestyle.

Life Satisfaction..People with high EQ

Eliminate roadblocks that get in their way, Set systems and routines to have so they act with purpose and not on reaction. They are happier and enjoy life more.





Higher EQ leaders are more likely to make better decisions, engage and influence more effectively, and create the right mood for the job.

Increase Your EQ By Having Each Person on Your Team Take a EQ Assessment

**“BRAIN STYLE “ASSESSMENT
WILL SHOW YOU A PICTURE OF HOW
THE EMOTIONAL AND RATIONAL PARTS
OF YOUR BRAIN ARE WORKING
TOGETHER**

Emotional (Your and Others Feelings)

AND

Cognitive (Observations and analysis)

(Together) = Creates a Higher EQ Leader

Work towards balancing both will strengthen your EQ and can be powerful to make better decisions, be happier, more successful, and increase the quality of your life (and the lives of people around you).

Assessment 1
choice:
Brain Brief
Profile..Detailed
Intro on next
page

BRAIN BRIEF PROFILE YV

For Max Sample
Date: April 22, 2013

Your brain's preferences
(not necessarily your behavior)
in focus, decisions, and drive

Focus: Your brain
prefers to focus on
rational data before
emotional data.

Rational

Focus

Emotional

Decisions: Your
brain has a slight
preference toward the
novel/creative.

Evaluative

Decisions

Innovative

Drive: Your brain
has a little preference
for long-term vision.

Practical

Drive

Idealistic

Brain Style: The Inventor. The "Inventor's Brain" prefers to enter new situations with strong logic – and may overlook emotions. Are you giving your brain enough rational data? This Brain Style is capable of seeing the potential and innovating – are you using this capability? This Brain Style is energized by long-term thinking; are you giving your brain this opportunity? The Inventor's Brain likes to create and solve – sparking new ideas (but not always in a practical way).

See The Brain Brief Interpretations for more. www.6seconds.org/bbig-yv

Opportunity for growth: Health

If it's a priority, you can leverage your brain style to
create more physical and emotional vitality.

Asset: Effectiveness

Your EQ Brain Style may be helping you create great
results personally and professionally.

ASSESSMENT 1 OPTION: BRAIN BRIEF INTRODUCTION

Rather than examining behavior, the tool focuses on patterns of thinking, creating a style that underlies behavior. Individuals receive one of eight "brain styles" that each offer important strengths and weaknesses.

combines neuroscience and 15 years of research on emotional intelligence to provide a simple, practical summary based on three profound dimensions:

Focus: does your brain prefer rational or emotional data

Decisions: does your brain protect or innovate

Drive: is your brain motivated by practical or realistic

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For more on the Brain Brief and next steps, contact the person who provided this Profile:





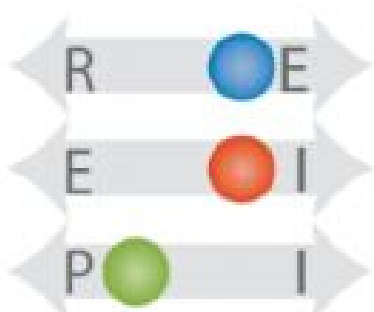

Joshua Freedman <josh@6seconds.org>

Examples of the 8 different brain styles...Which one are you?

Sample of detailed description of brain style report next page

The Eight Styles

These eight styles describe people who are “fully” in one Brain Style. You are probably a blend of two or three – and you may have different styles at different times.

Scientist: Accurate, Careful, Precise.			Visionary: Passionate, Transformative, Long term.
Inventor: Analytical, Creative, Open.			Guardian: Caring, Careful, Pragmatic.
Strategist: Precise, Careful, Future-oriented.			Energizer: Committed, Creative, Real- world.
Deliverer: Task-oriented, Generative, Practical.			Sage: Caring, Protective, Lofty.

Sample of a detailed Brain Style Report. Above slide shows all 8..

Profile: **The Deliverer**

Overview



When you need it done, call the Deliverer. They are action-oriented, practical problem solvers who will figure it out. The Deliverer might knock over people and/or break rules on the way, but the job gets done.

A Deliverer might act like a problem-solver, warrior, architect, producer, or executor.

Preferences

Delivers may value efficiency, innovation, results, action, timeliness, clarity.

Mixed Profiles

Rational toward the middle: You might be learning that people are not JUST rational (see also Energizer).

Innovative toward the middle: You are balancing opportunity and risk (see Scientist).

Practical toward the middle: You may be looking to longer-term solutions (see Inventor).

For Deliverers on Working with Others

Slow down and let others into the process – unless it's actually urgent, don't let your sense of urgency steamroll others. Practice patience with those who want to talk about "touchy feely stuff" – in the end, you'll actually get better results that way.

You may have trouble with people who are cautious – remember they might help you avoid wasteful risks, especially when it comes to people and emotions.

Tips For Other People Working with a Deliverer

- Don't ask a Deliverer for help unless you actually want a solution delivered. If you just want to "talk about it," or have them "just listen," make sure that's clear from the beginning.
- Deliverers usually focus on tasks, not emotions. If s/he isn't paying attention to your feelings, make it clear why feelings matters in terms of the goal (not just to "be nice," but to be more effective).
- Deliverers like going fast and innovating. If you want one to slow down, start with the practical reasons then move to the big picture. Make a map, not a poem.

ASSESSMENT 2 OPTION:
BRAIN DISCOVERY
PROFILE (BDP)
INTRODUCTION &
DETAILS ON BDP NEXT
PAGE

BRAIN DISCOVERY PROFILE

For : Tabatha Marden

Date: July, 15 2019

Execution Time: 8:58(mm:ss)

Focus:

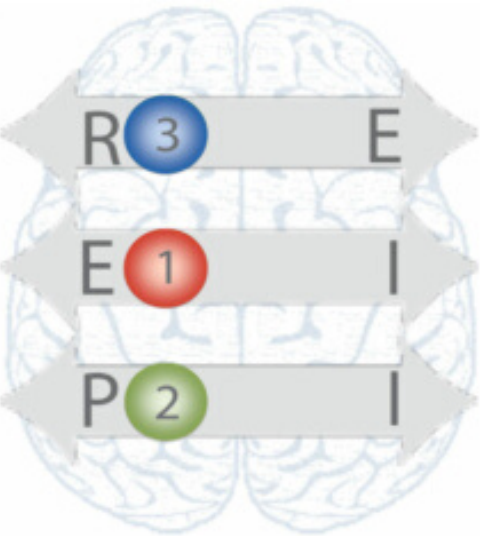
your brain is better at collecting rational data (vs. perceiving emotions).

Decisions:









your brain prefers careful evaluation (vs. risk taking).

Drive:

your brain likes pushing for practical actions (vs. planning for long term).



NOTES

	Highest Scores	Lowest Scores
Brain Talents	<div>PROBLEM SOLVING Inventing solutions to meet present needs. </div> <div>ADAPTABILITY Accepting multiple perspectives. </div> <div>PRIORITIZING Seeing and sorting possible paths. </div>	<div>DATA MINING Filtering to assess key information </div> <div>EMOTIONAL INSIGHT Understanding people and human dynamics. </div> <div>CONNECTION Sensing & mirroring others' emotions. </div>
Outcomes	<div>BALANCE Capacity to prioritize, manage stress and be fully present. </div>	<div>NETWORK Capacity to build multiple relationships to create alliance and support </div>

Reflection:

The brain has "apps" to access and use data — blending rational and emotional insight. When has this capability helped you solve problems and make mostly effective decisions, and when has it not? How could you make this capability even stronger?

Emotions drive people, and people drive performance. How are you using your "Brain Talents" to be highly reliable in creating good results?

This profile was provided by:
Lynette Vaive <lynette.vaive@6seconds.org>

Please click on this link to download a one-page
BDP Guide: <http://6sec.org/bdigaint>

ASSESSMENT 2 OPTION: BRAIN DISCOVERY PROFILE (BDP)

The BDP is the most-in-depth of the profiles, and it brings together a view of Brain Style with the highest and lowest Brain Talents, and highest lowest outcomes. The numbers (1,2,3) are the bubble size, 1 is the biggest.

Out of the 18 brain talents, here are 3 highest scores and 3 lowest

Focus: does your brain prefer rational or emotional data?

Decisions: does your brain protect or innovate?

Drive: is your brain motivated by practical or realistic?

BRAIN DISCOVERY PROFILE

For : Tabatha Marden

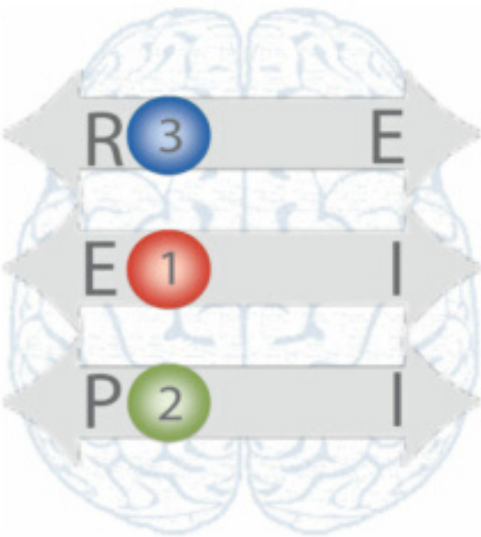
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Please click on this link to download a one-page



Assessment 3 Option: BRAIN TALENT PROFILE

Based on robust research evaluating thousands of leaders today in the area of 18 essential talents to create the future.

Similar to a smartphone app, these “Brain Apps” are tools to build effectiveness.

The profile summarizes your top 6 out of 18 Highest scoring talents.

BRAIN TALENT PROFILE

For Sample

Date: Sample

Like a smart phone app, a “Brain App” is a tool for your brain. These “apps” let you perform important processes using cognitive + emotional data to achieve results. These learned capabilities help people be effective at work and in life.

Your Top Brain Talents in Order



Connection

This App is about tuning into people, and is essential for building strong relationships, networks, and alliances.



Vision

Brains with this App like to create a meaningful future, which can then spark energy to work on things.



Reflection

Brains with this App are likely to pause and assess before jumping into action.



Resilience

This App is about turning challenges into opportunities, learning from problems and moving forward.



Entrepreneurship

This App enables a capability to see the future, turn problems into opportunities, and then create a path forward.



Prioritizing

Brains with this app can evaluate options, consider best results, and sort to identify what's important.

The 18 “Brain Apps” – your top 6 are highlighted:



To learn more about your Brain Apps, access your free BTP Guide:
www.6seconds.org/btig-yv.

To contact the person who provided you this profile:
Yoshimi Miyazaki <yoshimi@6seconds.org>

The Dashboard (Sample on next slides) similar to a dashboard in your car, provides an at-a-glance insight to the team's emotional intelligence, talents, and performance. Specifically, it provides insight into a team's (brain style, strengths, weaknesses, opportunities, threats, performance outcomes)

It links Emotional Intelligence to results, like a IQ score (intelligence quotient), rather reports gives your team's EI score (emotional quotient) shows group's average level of emotional. The score represents the capability to be aware of emotions, to manage reactions and to align choices toward long term.

Showing the capabilities that the team/group is using, or and not using, to create personal and professional success.

Price for TEAM dashboard is \$250

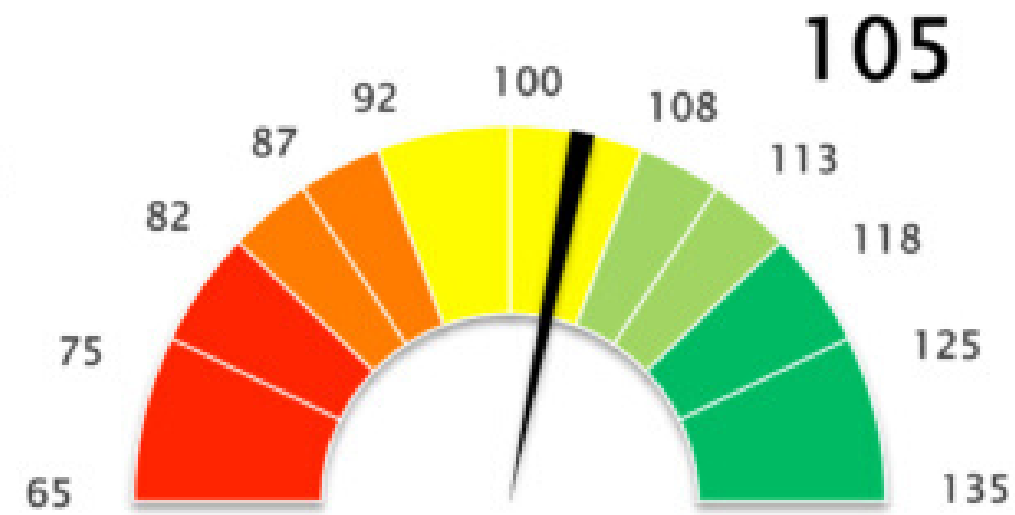
Price for YOUTH dashboard is \$150 (recommended to do by grade level)



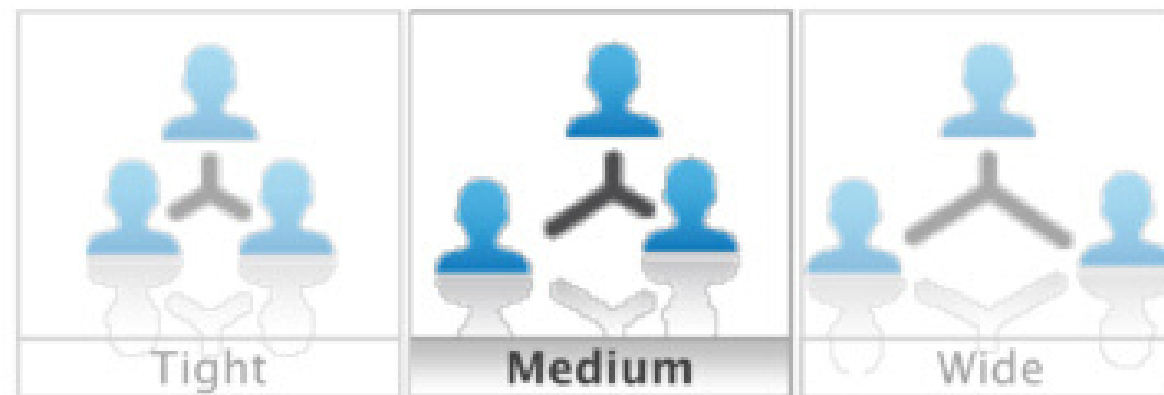
I EMOTIONAL INTELLIGENCE

Average emotional intelligence of the group is shown to the right.

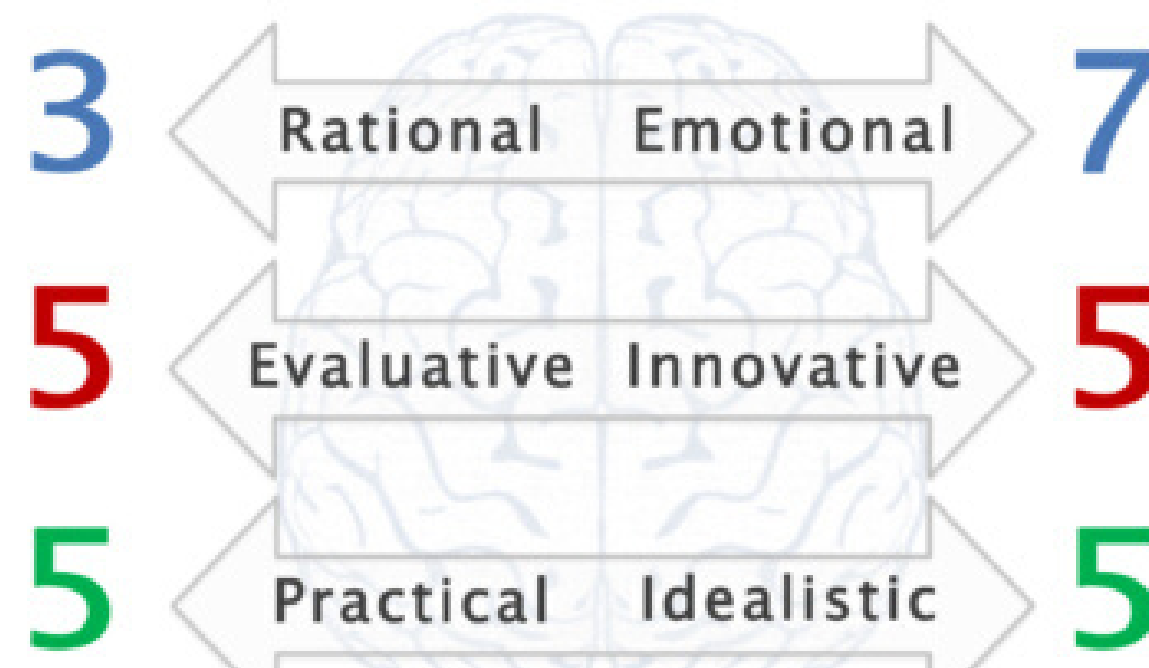
The overall average of the nation-wide sample is 100.



How widely distributed are the EQ scores in the group?



What mix of "Brain Styles" are present in the group?



II TALENTS

The "Brain Talents" in decreasing order

- Connection
- Emotional Insight
- Collaboration
- Proactivity
- Data Mining
- Entrepreneurship
- Imagination
- Risk Tolerance
- Vision
- Modeling
- Prioritizing
- Focus
- Critical Thinking
- Design
- Problem Solving
- Resilience
- Reflection

III PERFORMANCE

The performance indicators in decreasing order.

Decision Making	119
Network	117
Health	117
Community	110
Influence	107
Satisfaction	107
Achievement	105
Balance	99

Legend:

Challenge Area (65-81)	Red
Emerging Area (82-91)	Orange
Functional Area (92-107)	Yellow
Skilled Area (108-117)	Light Green
Expert Area (118-135)	Dark Green

To learn more, download the free Dashboard Guide

<http://6sec.org/digint>

To contact who brought you this dashboard:
Joshua Freedman

I EMOTIONAL INTELLIGENCE (EQ SCORES)

The “Speedometer” shows the group’s averaged EQ score:

- Scores in 65-91 range** – Lower levels of EQ competence might be an obstacle to achieve excellent results. Question: how can we hire for and develop these valuable assets? *KEY CONCEPT: Sustainable performance requires attention to the results and to HOW results are created.*
- Scores in the 92-117 range** – With these effective levels of competence, EQ is supporting performance in the “average” range. Question: how could we better use our talents to achieve results? *KEY CONCEPT: Optimize and leverage these people-centric capabilities to increase effectiveness.*
- Scores in the 118-135 range** – These scores represent a distinctive asset of this group. Question: Are we fully using these capabilities? *KEY CONCEPT: A team with stand-out strengths in EQ has unique talents for the people-side of performance.*



These icons show the span of EQ scores:

Tight Range: Group members’ scores are very similar. The group is aligned on EQ.

Medium Range: EQ scores are fairly similar. Some people are a bit lower or higher, creating some variance.



Wide Range: There are quite diverse levels of EQ within the group. This can create dissonance for those who are much lower or higher scoring.

Bars with numbers show the group’s “Brain Style.”

The numbers shown on this graph indicate the **Brain Style** scores. How many of the group member’s brains prefer...

Focus: Rational (quantitative data) or Emotional (relational data)? If there are many on the left, communicate with numbers & logic first; if on the right, start with feeling & about people.

Decisions: Evaluative (protective) or Innovative (adventurous). If there are many on the left, communicate about being careful; on the right, communicate about taking risks.

Drive: Practical (concrete) or Idealistic (abstract). On the left, motivate with specific actions and timelines; on the right motivate through vision.

Leaders must balance both sides; this can be difficult if the numbers are high only on one side. They must also create alignment; this can be difficult if the numbers are split.



II TALENTS

These “Brain Apps” are key capabilities to invent the future.

Collaboration: Balance multiple needs to create the right emotions for people to get in sync to build relationships.

Connection: Open yourself to mirror emotions and tune into the 'human wifi' to build rapport

Data Mining: To know what is important to you, notice clues, see patterns within context, and filter out non-essentials

Emotional Insight: To understand others and your relationship with them, you sense their emotions and interpret the data.

Modeling: To see possible paths, you map out possibilities from available data.

Prioritizing: To decide what’s important, you evaluate options and consider best results against constraints.

Commitment: To maintain clarity about what matters, you take internal drive and link it to your long-term vision creating tenacity and perseverance.

Design: To create clarity of direction, you consider both the long-term and your current reality.

Entrepreneurship: To build a path toward the vision, you see the future and find energy to take steps toward it today

Proactivity: To address challenges before they arise, you don’t wait for others, you harness your internal drive.

Problem Solving: To get results fast, you focus on both present and future and create emotional energy to go forward.

Vision: To know what is important, you stay connected to your values as a 'North Star'.

Imagination: To envision the unknown, you blend emotional openness with cognitive clarity.

Critical Thinking: To make sense of uncertainty, you assess, adapt, and then apply insights toward the long-term

Adaptability: To shift perspective, you assess and 'pivot' to re-align yourself to new understanding.

III PERFORMANCE

Research shows that 50-60% of the variation in performance outcomes is predicted by this chain: Emotional Intelligence drives the talents. Using the talents drives performance.

Decision Making – Capability to select the most effective option.

Influence – Capability to motivate and involve others. **Network** – Capability to build multiple relationships to create alliance and support.

Community – Capability to maintain mutually caring connections to increase belonging.

Health – Capability to maintain optimal physical energy and functioning.

Balance – Capability to prioritize, manage stress and be fully present.

Achievement – Capability to accomplish meaningful goals.

Satisfaction – Capability to feel appreciation about one’s life and efforts.

Consider: Which one of these aspects of performance is important for the group? What is the goal you want to set for the group? Which Apps could help you? How could EQ be increased or leveraged to build those capabilities?

II TALENTS

Continued...

Reflection: To increase clarity, you pause, step back, and evaluate.

Resilience: To overcome obstacles, you identify opportunities and take ownership of solutions.

Risk Tolerance: to hand complexity, you focus on future potential and take charge of your emotional energy.





THRIVE IN EQ TRAININGS

THE SOLUTION: THREE OPTIONS

Emotions Drive People...People Drive Performance!

INITIAL	RECOMMENDED SOLUTION	FULL PROGRAM	BONUS TRAININGS
<ul style="list-style-type: none">• Assessment of EQ Brain style of your choice (Brain style, Brain Talent, Brain Discovery)• 1 dashboard \$250.00/Debrief results• EQ Training	<ul style="list-style-type: none">• 2 EQ Assessment of your choice \$50.00 per person/Debrief• 1 dashboard \$250.00• EQ Training• Social-emotional learning training• Zones of regulation training• 5 consultant hours for school year• EQ Pop up training	<ul style="list-style-type: none">• Same as Recommended Solution Package PLUS:• Youth Dashboard by grade \$150.00 each• 1 EQ Training For Parents• 1 Bonus training Topic per school request	<ul style="list-style-type: none">• EQ Training• Trainings for parents• Adult or youth EQ assessments/dash board• Stress Managment• Anxiety• Burnout• Time Management• EQ Wellness (emotional & physical health)• Mindfulness• Emotional freedom tapping/EFT• Motivation
Investment:	Investment:	Investment:	

Trainings can be completed virtually or in person. Bonus trainings added to Packages receives a \$50.00 discount. Pricing varies on length, option selected, distance, Assessment selected etc.



Whats Next

SCHEDULE TODAY A PROFESSIONAL DEVELOPMENT TRAINING

Tabatha Marden is a Certified Emotional intelligence Practitioner, she teaches the measurable, learnable, science-based skills of EQ

Helping organizations through her program called Thrive in EQ, in coaching, trainings, workshops, and assessments. Helping leaders invest in themselves and organizations to increase their EQ skills, drive results that transform your life, career, and business.



As a leader, your actions influence people. Emotions drive people and people drive performance..**Emotional intelligence holds the key!**

Trainings are interactive and very engaging. Proven to help Leaders experience stronger relationships, connection, greater confidence, less stress and transform anxiety into resilience.

This training is a game-changing tool for your team. Leaders with high EQ create more connected and motivated teams that leads to better business outcomes, happier employees and more productive teams.



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