



# MENTOR

## Emotional Intelligence

*“Demanding Leadership Skills Require E.I.”*



Wayne Townsend  
CEO, Peer Mentor.net

E.I., Emotional Intelligence, is not a new wave; however, it is a necessary one. Many aspiring leaders are being thrust into demanding leadership roles unprepared for the journey. They have knowledge, some skills and very few wisdoms required for the leadership challenges that affront them.

Emotional intelligence is increasingly recognized as crucial to effective functioning both in the workplace and in our personal lives. Good relationships and coping strategies are the key to our success in every area of human activity, from the initial bonding between parent and child to the ability of a manager to bring out the best in his or her employees. Emotional self-awareness is the foundation on which most of the other elements are built.

MHS in cooperation with Dr. Reuven Bar-On and other researchers worldwide, has administered the EQ-i to 42,000 people in 36 countries, building up a voluminous data bank. This data reveals incontrovertible links between emotional intelligence and proven success in people’s personal and business lives. The EQ-i has predicted and assisted in the success of real people in a wide variety of fields, from the military to professional hockey, from bankers to doctors to journalists to collection agents to teachers.

The real promise of the emotional skill set needed for leadership is that it is not fixed. EQ’s component scales can be improved no matter how old you are. And the stronger your skills, the greater your chances for success.

In his recent book, *The Millionaire Mind*, best-selling author Thomas Stanley included a survey that was taken of 733 multi-millionaires throughout the United States. When asked to rate the factors (out of 30) that were most responsible for their success, the top five were: being honest with all people; being well disciplined; getting along with people; having a supportive spouse; working harder than most people. All five factors are reflections of E.I.

### EQ - 360

E.Q. - 360 provides an excellent means of identifying potential areas for improvement as well as measuring the effectiveness of individual and organizational development programs.

Leadership development often involves the use of 360 degree assessments. The EQ-360 excels specifically in this approach to leadership development because it helps target areas of greatest leverage to optimize leadership potential and performance. The idea is to help leaders or potential leaders identify “blind spots” in their EI skill sets by using multirater assessment and then apply these results as an integral part of their development program.

Most importantly, in this process, is the interpretation of the data with the clients. Experienced mentor and coaching support is essential to maximize potential leadership.

For excellence in leadership training, contact Bryce Carter at [www.itask.ca](http://www.itask.ca)