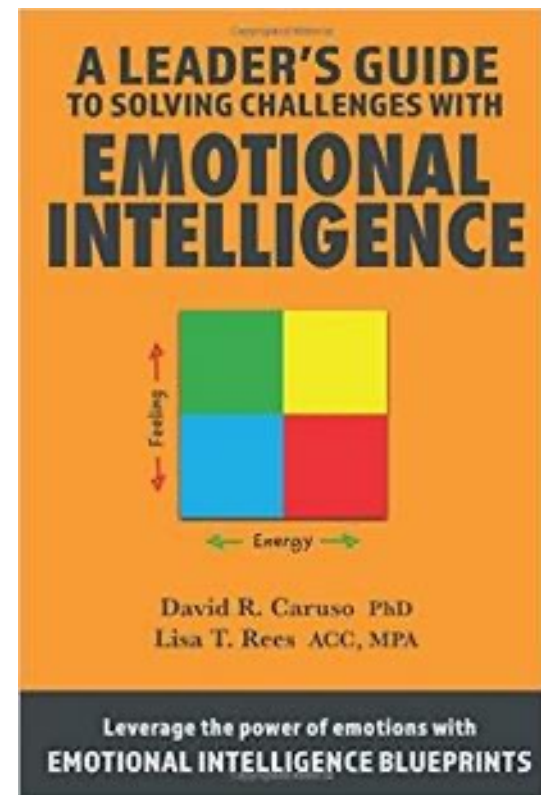
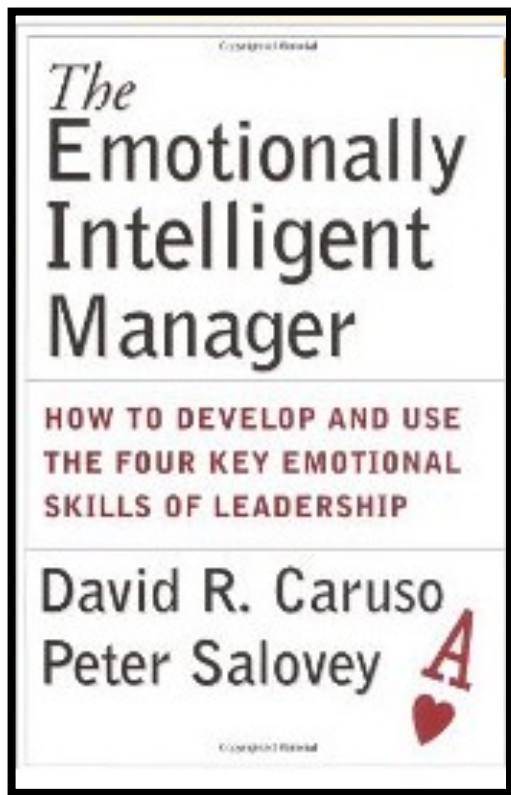
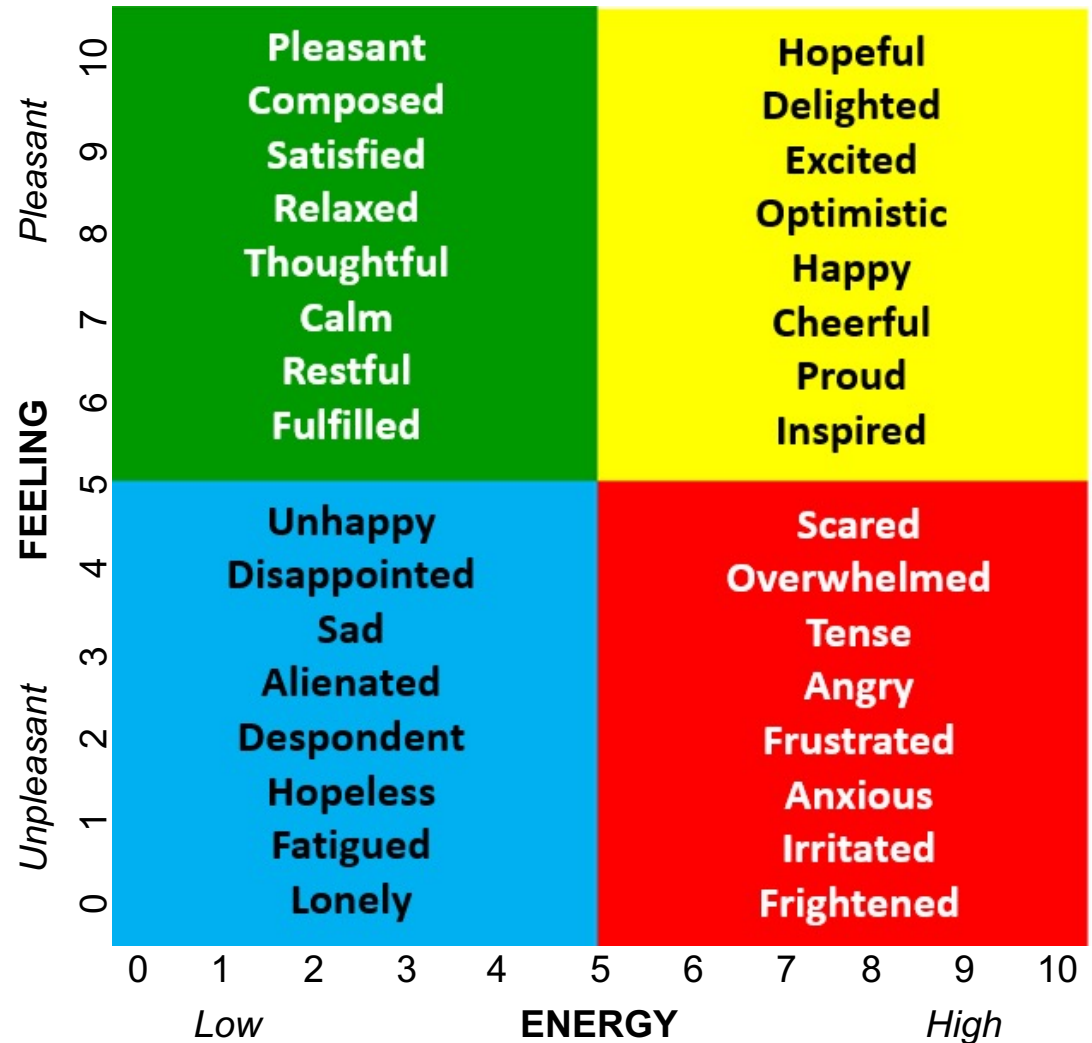


# Experiential Learning, Reflections and Mentoring Preview: Emotional Intelligence

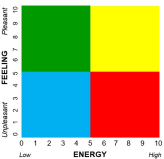


# Perceive MAP

Now...how  
are you,  
really?



# These are the hard skills of emotional intelligence



**Perceive  
MAP**

*How do you feel right now?*



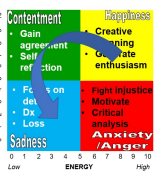
**Facilitate  
MATCH**

*Is this a good time for this discussion?*



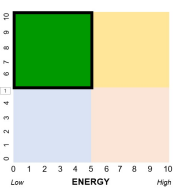
**Understand  
MEANING**

*Affective forecasting: what might happen?  
How do you present a topic in meaningful way?*

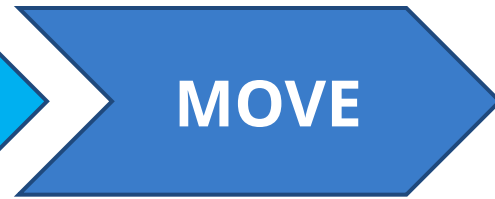


**Manage  
MOVE**

*Move your emotions and the other person's to engage, communicate and thrive.*



# An emotional intelligence “Blueprint”: *attend to what and how of performance*

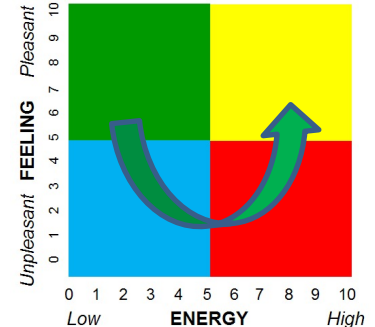
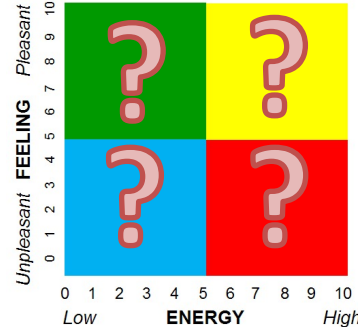
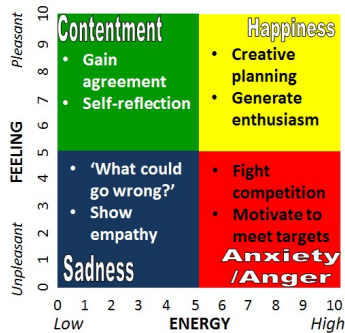
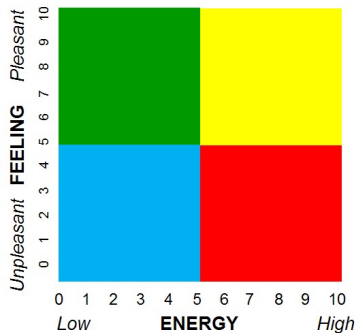


Map how you and others feel.

Match mood to connect and solve.

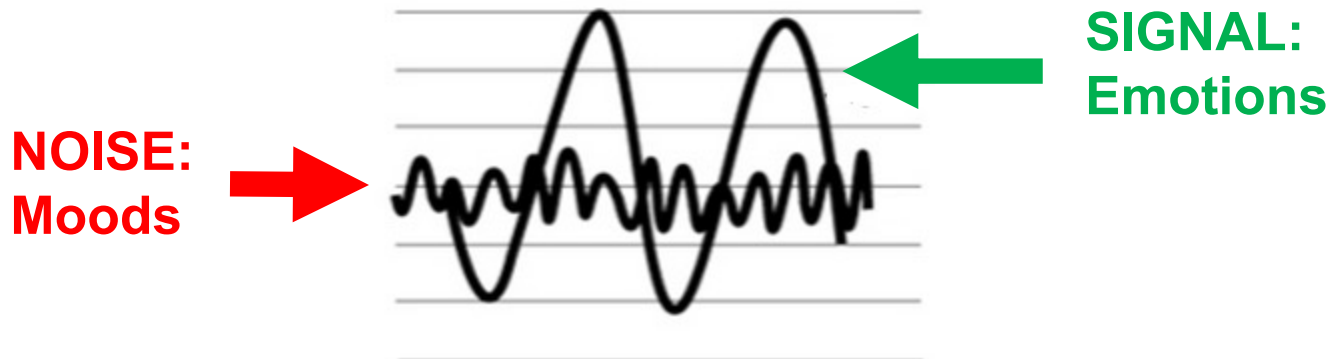
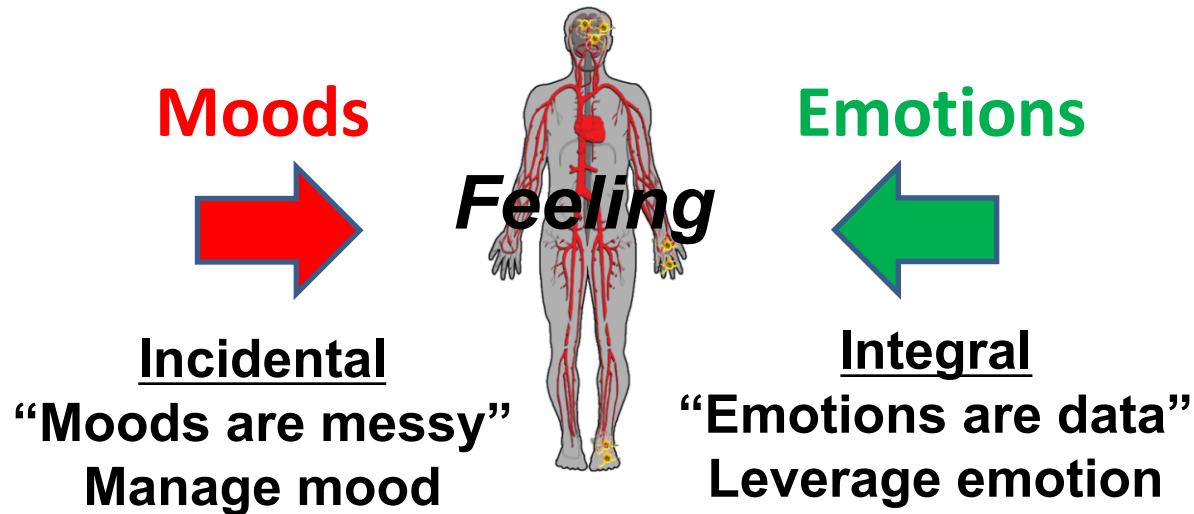
Meaning of mood determined/ predicted

Move person’s emotions to be effective.



# Why emotions have a bad reputation:

*Do not trust your gut. Trust your analyzed gut feel.*



## Conclusions

- Effective leaders **map** their own and other's emotions
- Effective leaders **match** emotions to the task to facilitate thinking and make connections.
- Effective leaders get the **meaning** of emotions.
- Effective leaders **move** emotions to achieve positive outcomes.



# EI Overview References

- 1. Why Does Affect Matter in Organizations** - Sigal G. Barsade and Donald E. Gibso, *Academy of Management Perspectives*, February 2017 ([link](#))
- 2. Developing Leaders of Character with Emotional Intelligence** - David Caruso and Lisa Rees, *Journal of Character & Leadership Development*, Winter 2019 ([link](#))
- 3. The Ability Model of Emotional Intelligence: Principles and Updates** - John Mayer, David Caruso, and Peter Salovey, *Emotion Review*, Volume 8, Issue 4, 2016 ([link](#))

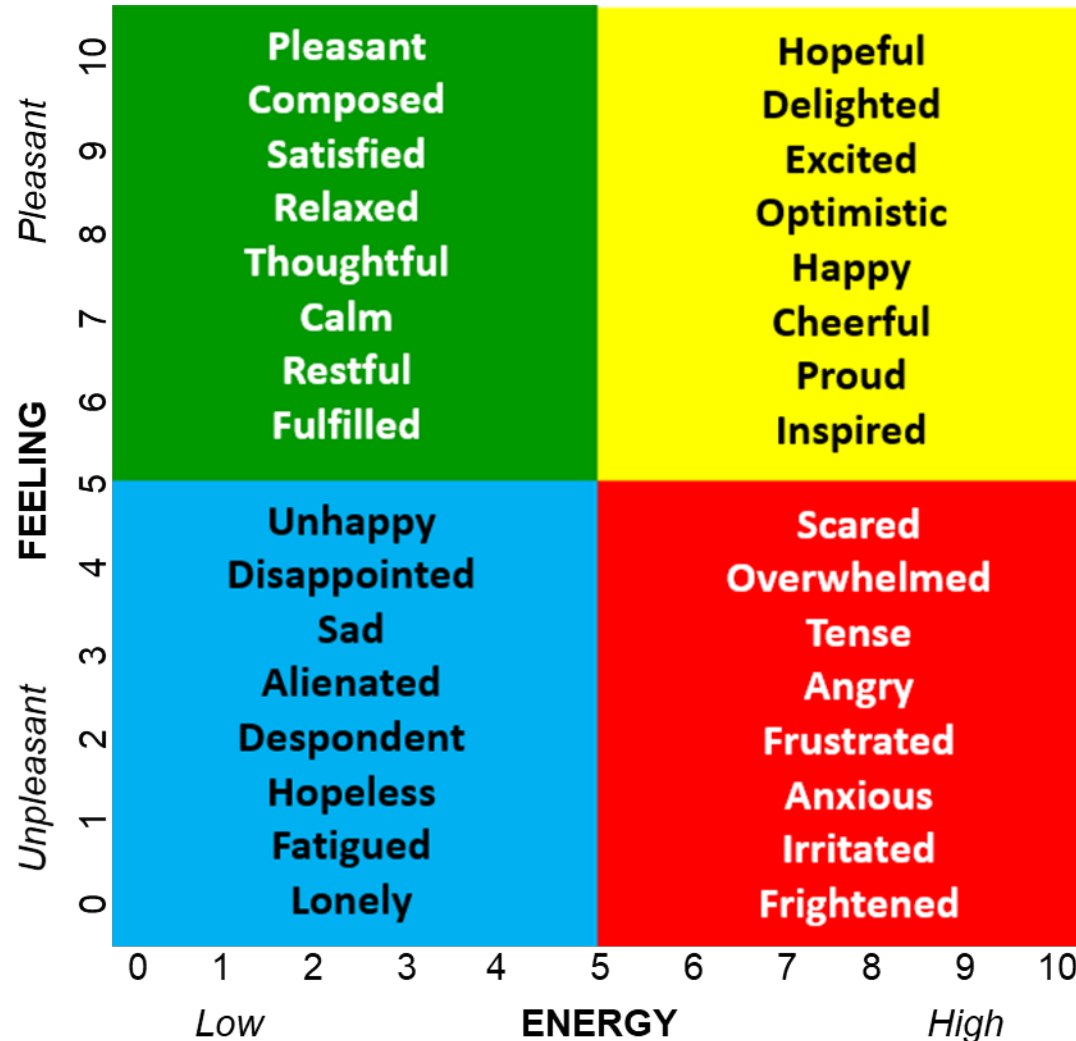
**Experiential Learning,  
Reflections and Mentoring  
Preview:  
Emotional Intelligence**

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**Practicum:  
Experiential Learning &  
Reflection**



# EI Overview: Experiential Learning Scenarios



# EI Overview: Experiential Learning Scenarios



**Lab work environment** - Labs are complex operations. Do you see emotions of joy, happiness, fear, surprise, sadness, anger, or contempt? What moods are apparent?

**Research publication process** – Are there ideal quadrants of the Energy & Feeling Map that are best for creativity? Are there quadrants best for proof-reading & data review?



# EI Overview: Experiential Learning Scenarios



**Teaching Fellows environment**  
– How do you respond to student joy, happiness, fear, surprise, sadness, anger, or contempt? How do moods affect teaching?

**Home environment** – How do moods & emotions impact our relationships with family/friends?



# EI Overview: Experiential Learning Scenarios: **What is Working for You?**

- **Journal writing** – a notebook of your observations
- **Word doc / Google doc** – digital record of lessons learned
- **Discussions with friends & family**– casual conversation during idle time, meal-time, & team time
- **Cell phone entries** – condensed snapshots of observations
- **Voice recordings** – a conversation with yourself

# EI Overview: Experiential Learning Scenarios

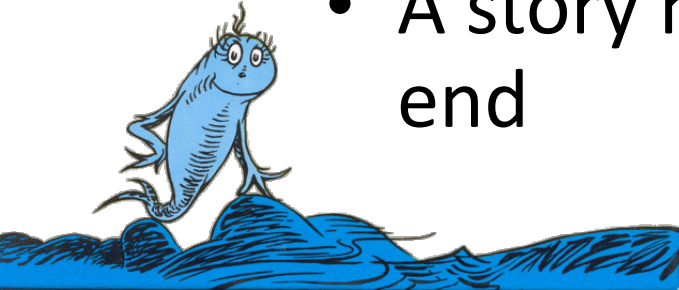
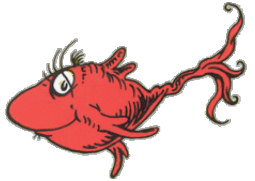


- Reflections are random as well as coherent thoughts that, over time, you mold into a memorable narrative



- Leaders tell stories

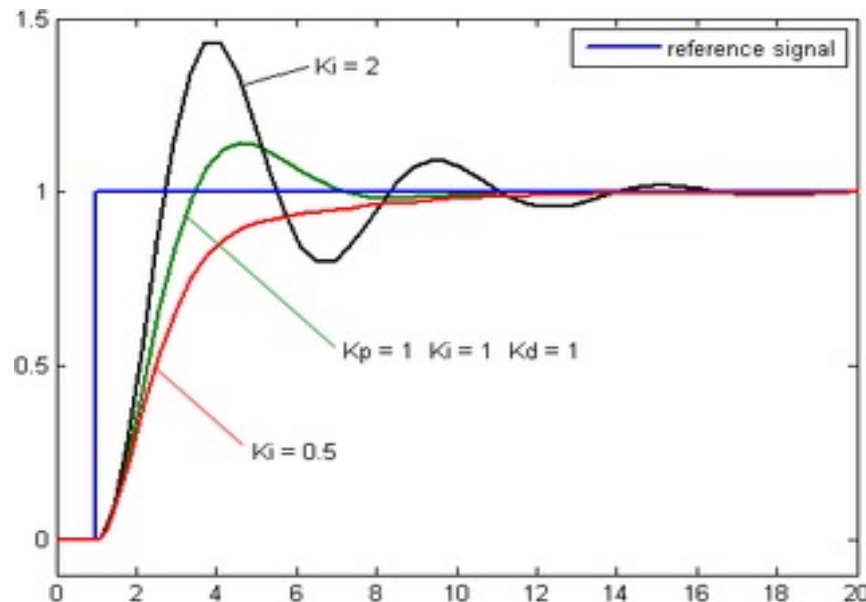
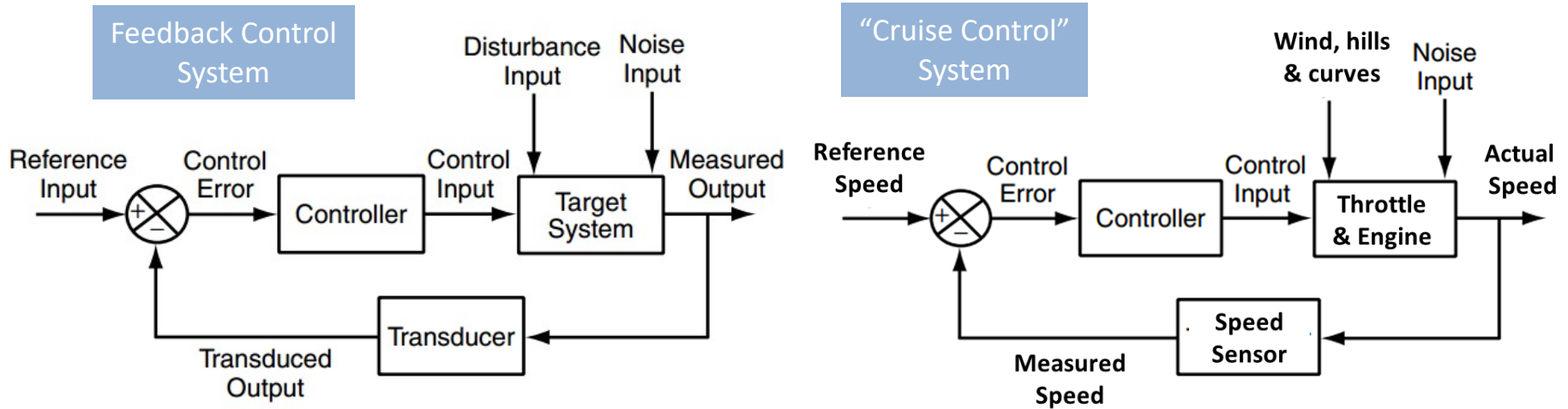
- A story has a begin, middle and end



[www.seussville.com](http://www.seussville.com)

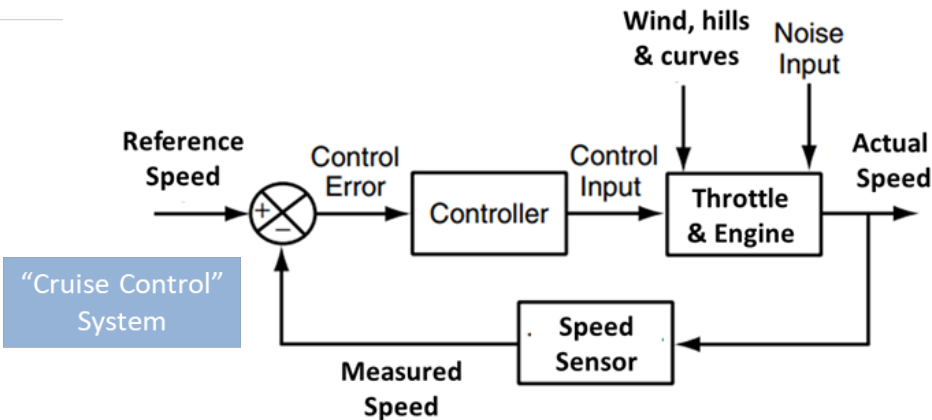
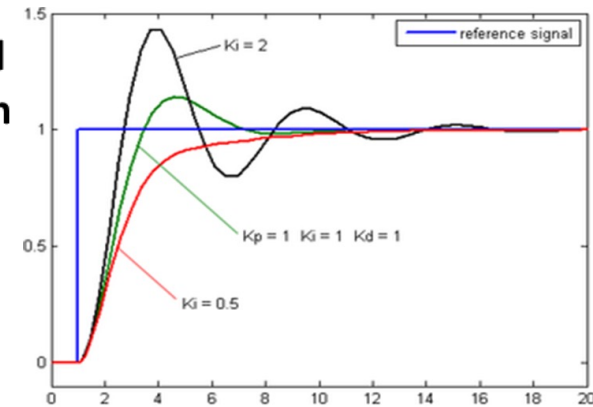
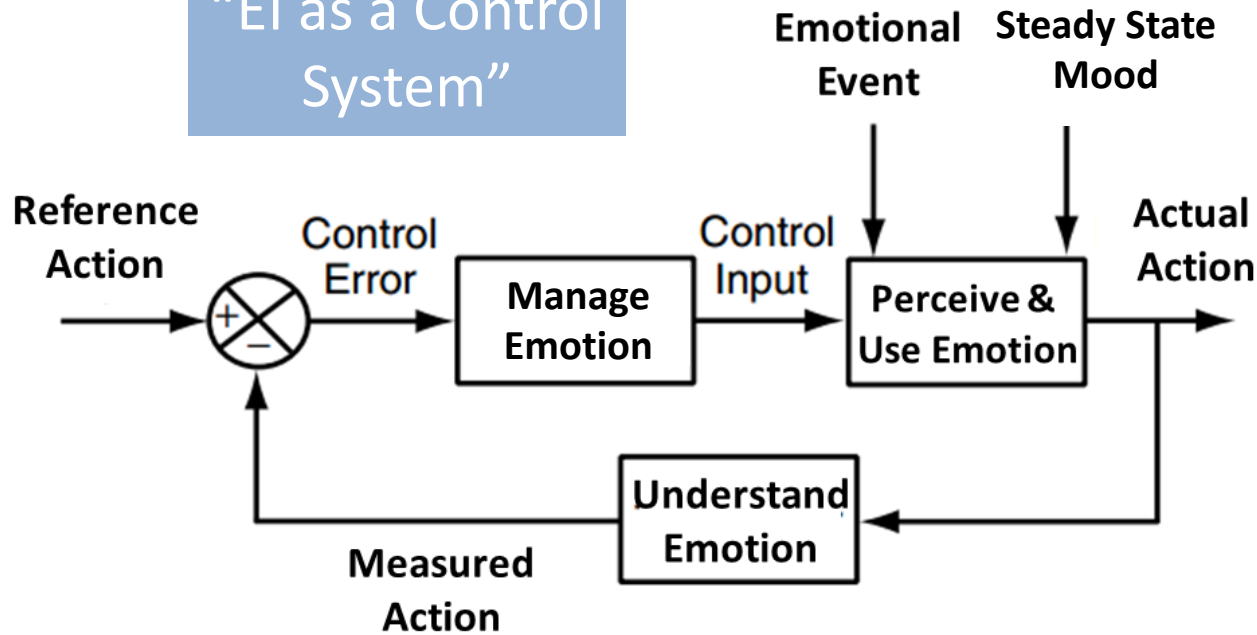
[www.hamiltonmusical.com](http://www.hamiltonmusical.com)

# An Engineering Model of Emotional Intelligence

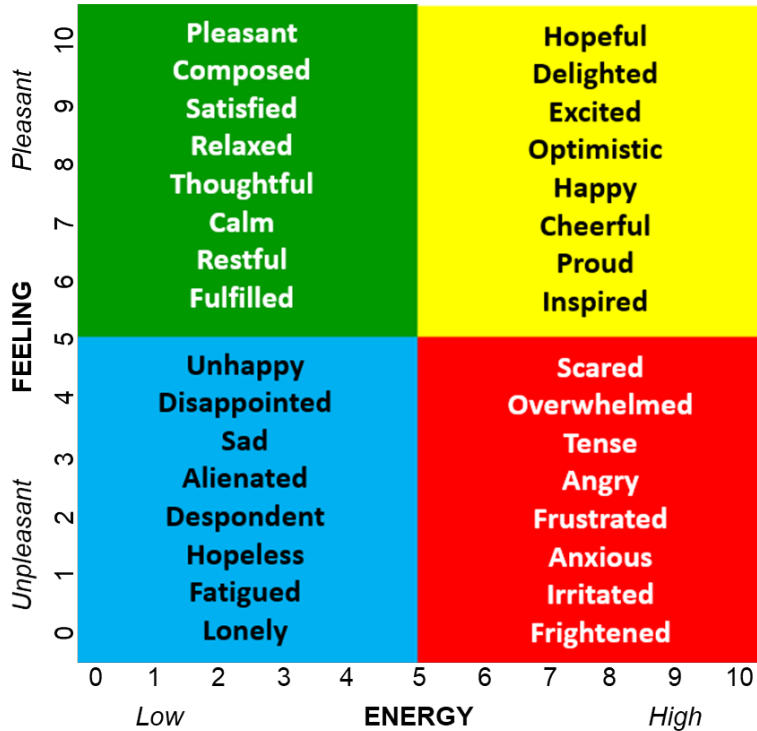


# An Engineering Model of Emotional Intelligence (thoughts in progress)

“EI as a Control System”

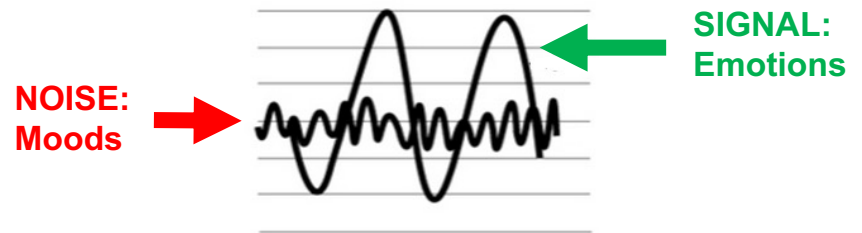
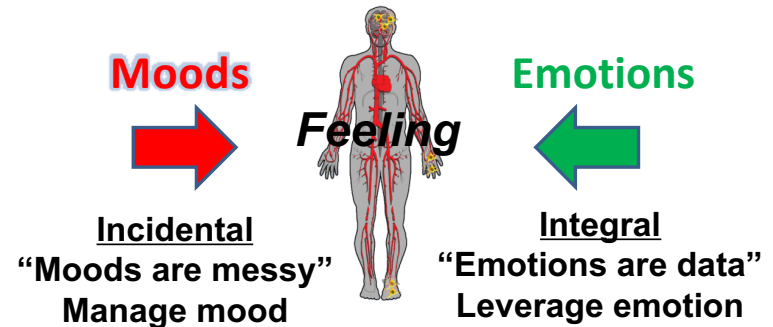


# EI Overview– VW Experiential Learning



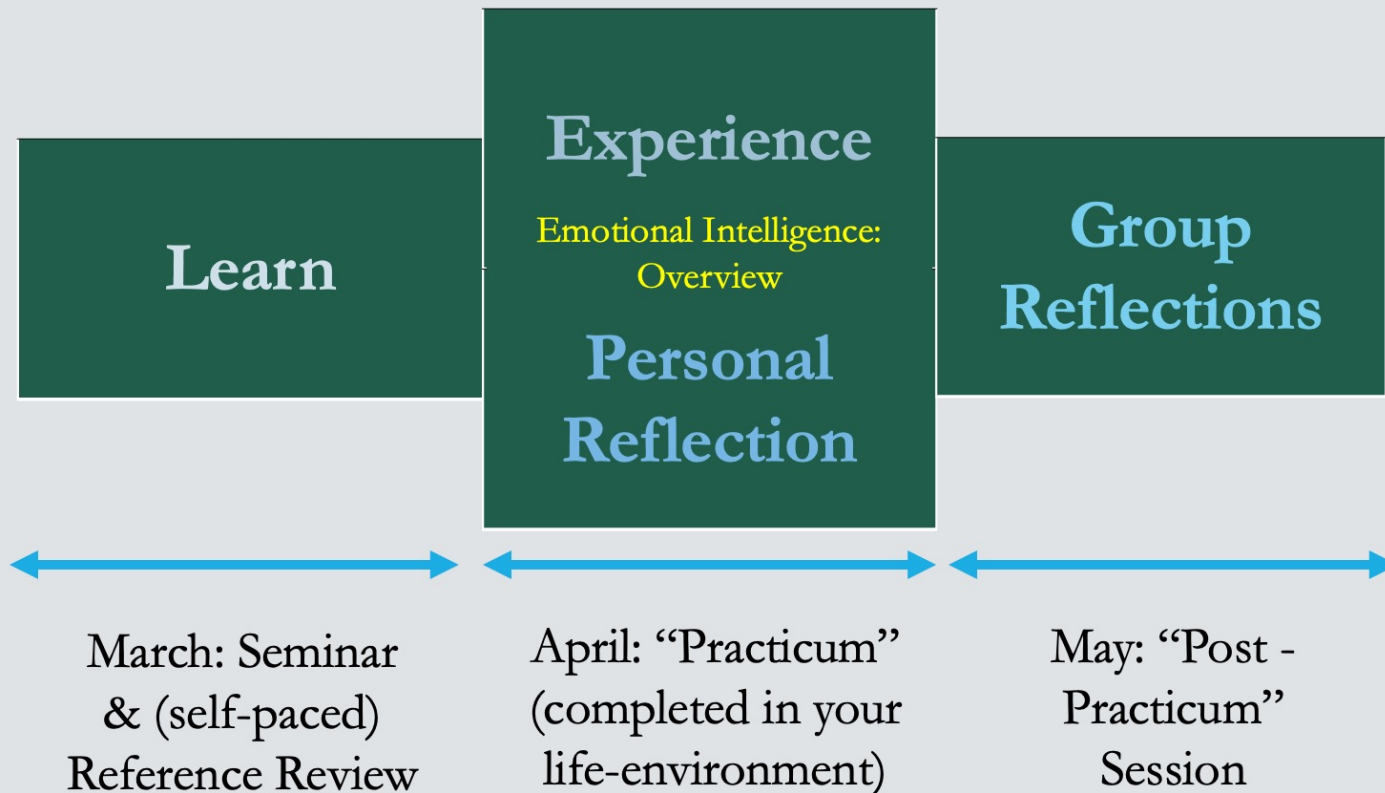
**Managing Emotions –**  
 Anticipated an action (confrontation) coming in “red” but it was “green” and it took a moment to personally adjust

**The Need to Manage Emotions and Moods –** A leader has team-guidance responsibilities in each domain





# AGLP Leadership Development Sequence



# Looking Ahead

- April 5** Managing Emotions Seminar
- April 17** Managing Emotions Experiential Learning & Reflection Preview
- April 1 - 30** EI Experiential Learning & Reflection
- April 10** Accountability & Responsibility  
Personal & Group Reflections

# Experiential Learning, Reflections and Mentoring Preview: Emotional Intelligence

