Experiential Learning, Reflections and Mentoring Preview: Emotional Intelligence
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 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

Map how you and other feel.

MATCH

Match mood to connect and solve.

MEANING

Meaning of mood determined/predicted

MOVE

Move person’s emotions to be effective.
Why emotions have a bad reputation:
Do not trust your gut. Trust your *analyzed* gut feel.

**Moods**
- Incidental
  - “Moods are messy”
  - Manage mood

**Emotions**
- Integral
  - “Emotions are data”
  - Leverage emotion

**Feeling**

**SIGNAL:** Emotions

**NOISE:** Moods
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

- Why Does Affect Matter in Organizations?
  - by Sigal G. Barsade and Donald E. Gibson

- Developing Leaders of Character with Emotional Intelligence
  - by David Caruso and Lisa Rees

- The Ability Model of Emotional Intelligence: Principles and Updates
  - by John Mayer, David Caruso, and Peter Salovey
Experiential Learning, Reflections and Mentoring

Preview:
Emotional Intelligence

Practicum:
Experiential Learning & Reflection
EI Overview: Experiential Learning Scenarios

FEELING

Pleasant
Composed
Satisfied
Relaxed
Thoughtful
Calm
Restful
Fulfilled

Unhappy
Disappointed
Sad
Alienated
Despondent
Hopeless
Fatigued
Lonely

ENERGY

Low
5
10
6
7
8
9
10
High

Hopeful
Delighted
Excited
Optimistic
Happy
Cheerful
Proud
Inspired

Scared
Overwhelmed
Tense
Angry
Frustrated
Anxious
Irritated
Frightened
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 some quadrants better for proof-reading & data review?
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 (especially in the odd times we have been since Match 2020)?
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
www.hamiltonmusical.com
An Engineering Model of Emotional Intelligence (?)

Feedback Control System

“Cruise Control” System

Ref: FabAcademy.org
Ref: Wikipedia.org
An Engineering Model of Emotional Intelligence (thoughts in progress)

“EI as a Control System”

Reference Action → Control Error → Manage Emotion → Control Input → Perceive & Use Emotion → Actual Action

Emotional Event → Steady State Mood

Measured Action

Reference Speed → Control Error → Controller → Control Input → Throttle & Engine → Actual Speed

Wind, hills & curves → Noise Input

“Cruise Control” System

Ref: Wikipedia.org
Remote Robotics Project – VW Mood: “frustration” led to VW Emotions: “mild anger” before arriving at “happiness”

Form, Storm, Norm & Perform Teamwork Cycle - VW observation: a person can establish a mood (and maybe an emotion) on-line!
Welcome to FIRST Global

We're igniting a passion for STEM in the youth of the world.
4/13/20 Dean Kamen: “Two things happen in a crisis. You see the best of people. You see the worst of people. As a small team, what can we do to stand up & do the right thing? We need to show global leadership.”
Welcome to FIRST Global

We’re igniting a passion for STEM in the youth of the world.
EI Overview– VW Experiential Learning (video link)

more info: www.first.global
Welcome to FIRST Global

We're igniting a passion for STEM in the youth of the world.
AGLP Leadership Development Sequence

Learn

Experience

Reflection

Mentorship

March: Seminar & (self-paced) Reference Review

April: “Practicum” (completed in your life-environment)

May: “Post-Practicum” Session

EI Overview
# AGLP Leadership Development Schedule

<table>
<thead>
<tr>
<th>Date</th>
<th>Leadership Competency Theory Seminar</th>
<th>Emotional Intelligence Theory Seminar</th>
<th>Practicum Preview Session</th>
<th>Practicum &amp; Reflections</th>
<th>Topic Review Session (Mentorship)</th>
</tr>
</thead>
<tbody>
<tr>
<td>February 10 12:00-1:00</td>
<td>Leading Self: Accountability &amp; Responsibility</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>February 24 12:00-12:30</td>
<td></td>
<td></td>
<td></td>
<td>Accountability &amp; Responsibility</td>
<td></td>
</tr>
<tr>
<td>March 1 12:00-1:00</td>
<td></td>
<td></td>
<td>Accountability &amp; Responsibility</td>
<td></td>
<td></td>
</tr>
<tr>
<td>March 15 12:00-12:30</td>
<td></td>
<td>Accountability &amp; Responsibility</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>April</td>
<td></td>
<td></td>
<td>Exploring</td>
<td>Accountability &amp; Responsibility</td>
<td></td>
</tr>
<tr>
<td>April X TBD w/GC</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>April 5 12:00-1:00</td>
<td>Aligning Values</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>April 19 12:00-12:30</td>
<td></td>
<td>Aligning Values</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>May</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>May X TBD w/Yale</td>
<td></td>
<td></td>
<td>Aligning Values</td>
<td></td>
<td></td>
</tr>
<tr>
<td>May 3 12:00-1:00</td>
<td></td>
<td>Perceiving Emotions</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>May 17 12:00-1:00</td>
<td></td>
<td>Perceiving Emotions</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Looking Ahead

April 5  Aligning Values Seminar

April 19  Aligning Values Experiential Learning & Reflection Preview

April 1 - 30  EI Experiential Learning & Reflection

April X  Accountability & Responsibility Mentorship with Grace Calpus (date determination follows)
Experiential Learning, Reflections and Mentoring Preview: Emotional Intelligence