

EMOTIONAL INTELLIGENCE

RACE RECKONING



Goals for today...



introduce
Emotional
Intelligence
(EQ)

Discuss
FEAR
(its part in racial
reckoning)

Race
Reckoning
Today (on a
personal level)

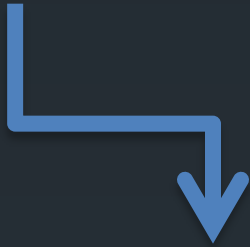
EMOTIONAL INTELLIGENCE

The ability to recognize and understand emotions in your self and others and the ability to utilize that awareness to navigate your behavior (reaction to others) and your relationships



PERSONAL COMPETENCY

self awareness



- Making time for you / reflection
- Acknowledge true feelings
- Identifying what's important to you
- Seeking feedback from others
- Learning your triggers & hot buttons

self

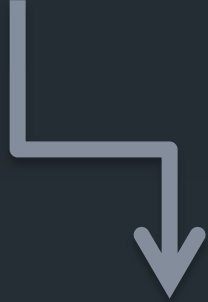
management



- What happens when you act or don't act
- Identifying emotions to be flexible and direct behavior positively
- Tolerating uncertainty
- Putting your momentary needs on hold for a more important goal
- Managing your tendencies over time

SOCIAL COMPETENCY

social awareness



- + recognizing emotions in others
- + considering the perspective of others
- + Allows you to stay focused on the goal
- + authentic listening and observing
 - STOP talking all the time
 - STOP talking over others
- + be the anthropologist!
 - observe others in their natural state
 - withhold judgments and your own thoughts
 - don't disturb the observation

relationship management

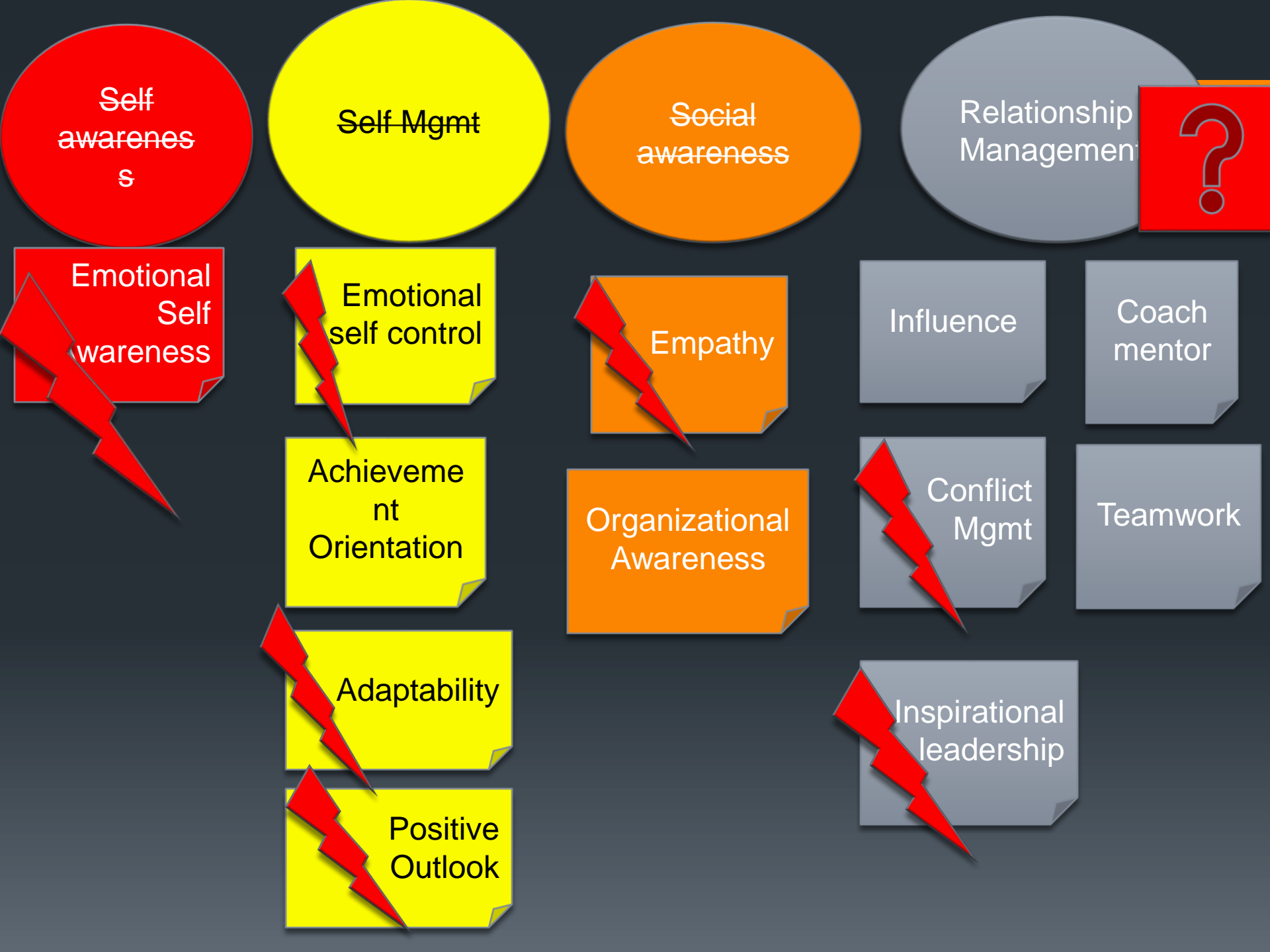


- + combo of
 - self awareness
 - self management
 - social awareness
- + using awareness of your emotions and of others to manage interaction successfully
- + the weaker the connection you have with someone the harder it is to get your point across
- + the difference between interaction and relationship is frequency

What's going on in our society
right now?



We're publicly missing some
components of emotional
intelligence...



Self awareness

Self-Mgmt

Social awareness

Relationship Management



Emotional Self awareness

Emotional self control

Empathy

Influence

Coach mentor

Achievement Orientation

Organizational Awareness

Conflict Mgmt

Teamwork

Adaptability

Inspirational leadership

Positive Outlook

What is racial reckoning?

Summer Of Racial Reckoning

August 16, 2020 · 9:00 AM ET



AILSA CHANG



RACHEL MARTIN



ERIC MARRAPODI



Protesters march in downtown Brooklyn over the killing of George Floyd by a Minneapolis Police officer on June 5, 2020 in New York City.

What is racial reckoning?



Reckoning
is...

Summing up

SYNONYMS:

Assessment
Estimate
Evaluation
Valuation

Settling of
Accounts

Racial Reckoning is

- Acknowledging that America has a race problem

Acknowledging that **SILENCE** is no longer an option

Acknowledging the societal advantage that comes with being seen as the 'norm' in America, automatically conferred irrespective of wealth, gender or other factors... **white privilege**

Assessing the damage of historical, systemic and institutional racism to non-dominant cultures

STOPPING
what is wrong
IMMEDIATELY!

Understanding why black lives matter

Why is there fear of racial reckoning?



Because there is real or perceived loss of something important...

- + Jobs
- + Economic power
- + Life of privilege (whether you recognized it or not)
- + Familiar activities / interactions
- + Constitutional Rights
- + Respect / Fear
- + Unknown

When you know someone is afraid...

You may (or may not)...

- + talk to them differently
- + not judge them
- + presume that you are not the problem
- + adjust your tone of voice
- + adjust yourself physically
 - does not mean you don't protect yourself
- + be empathetic to what you may not understand or see
 - does NOT mean you agree with them
- + become an ACTIVE LISTENER
 - does NOT mean you agree with them
- + recognize that 2 people can react vastly different to the same scenario
 - does NOT mean someone is evil or wrong

Disadvantage of Emotional Intelligence...

More often, the burden of emotional awareness, and managing behaviors falls on the non-dominant culture – its tiresome!

Difficulty in ‘challenging’ or ‘advocating’ for yourself

It can be used as a weapon to manipulate others

Aversion to risk taking

Understand that INTENT = IMPACT
(accountability)



Questions & hopefully answers! 😊

Acknowledgement of sources for this presentation...

- > Barrett Values Centre – Personal Values Assessment
- > hpisolutions.com; Emotional Intelligence and Fear; 30 Aug 2016
- > ODHS Leadership Academy

Recommended sources to read...

