


Crescendo Connect Conversation – September 15, 2014
Emotional Intelligence and Wellness
Presented by: Kate Larsen



Dial in Information

- **Tel:** 267.507.0240
- **Passcode:** 657872

Materials for call:

- Slides Handout
- EQ-i^{2.0} Model & Definitions

Call Etiquette:

- **Mute/unmute:** PRESS 4*
- **Questions:** PRESS 5*


Thank you!

**Emotional Intelligence
and Wellness**
Aligned with the EQ-I 2.0

Crescendo Connect Conversation

Presented by:
Kate Larsen, EMNL, MCC, BCC, CEWC

September 18, 2014



An Important Distinction

Wellness vs. Wellbeing

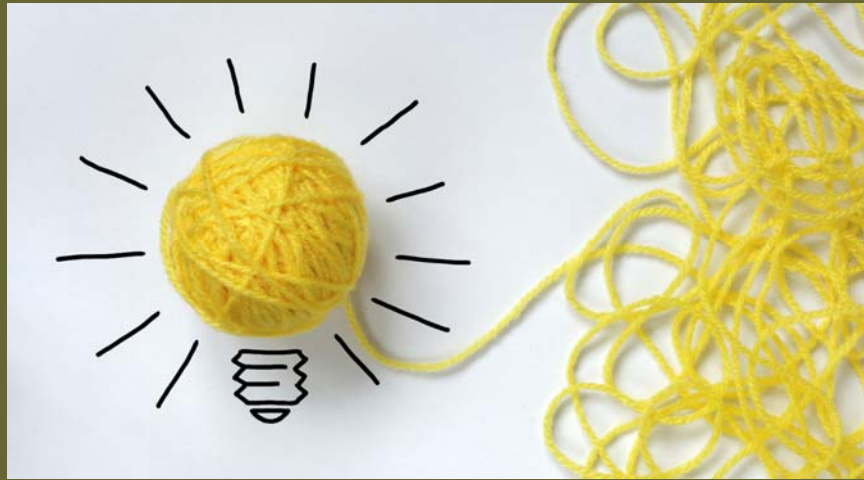
© 2014 Kate Larsen, MCC, BCC, EMNL

Page 2

Crescendo Connect Conversation – September 15, 2014
Emotional Intelligence and Wellness
Presented by: Kate Larsen



New Insights



© 2014 Kate Larsen, MCC, BCC, EMNL

Page 3



Objectives

- **Connect** emotional intelligence to wellness (distinct from wellbeing) in an informed and practical way
- **Highlight** 8 specific EQ-i factors that support wellness
- **Practical Application** Offer debrief ideas to address specific EQ-i factors. Be able to share insights about the EI factors that directly impact wellness

© 2014 Kate Larsen, MCC, BCC, EMNL

Page 4

Crescendo Connect Conversation – September 15, 2014
Emotional Intelligence and Wellness
Presented by: Kate Larsen



Buddha Said It Well ...

“To keep the body in good health is a duty ... otherwise we shall not be able to keep our mind strong and clear.”



© 2014 Kate Larsen, MCC, BCC, EMNL

Page 5



So Did Lowe ...

Wellness is a complete picture of a person's quality of life, encompassing their physical, psychological and social wellbeing. Wellness focuses on positive states of being, not just the absence of illness, disease or injury – although, this too is a goal.”

Graham Lowe, PhD *

* Recipient of the Canadian Workplace Wellness Pioneer Award and author of *Creating Healthy Organizations: How Vibrant Workplaces Inspire Employees to Achieve Sustainable Success*

© 2014 Kate Larsen, MCC, BCC, EMNL

Page 6

Crescendo Connect Conversation – September 15, 2014
Emotional Intelligence and Wellness
Presented by: Kate Larsen



My Conclusion

I believe we are talking about the specific nature of energy, resilience, and margin when discussing wellness and EI. This higher ones EI, the more likely one will have healthier lifestyle habits.

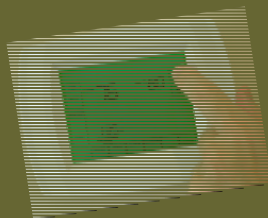
© 2014 Kate Larsen, MCC, BCC, EMNL

Page 7



Happiness is ...


- More of a **PRODUCT** of EI
- Less a contributing factor
- It is also more fluid; think thermometer vs. thermostat



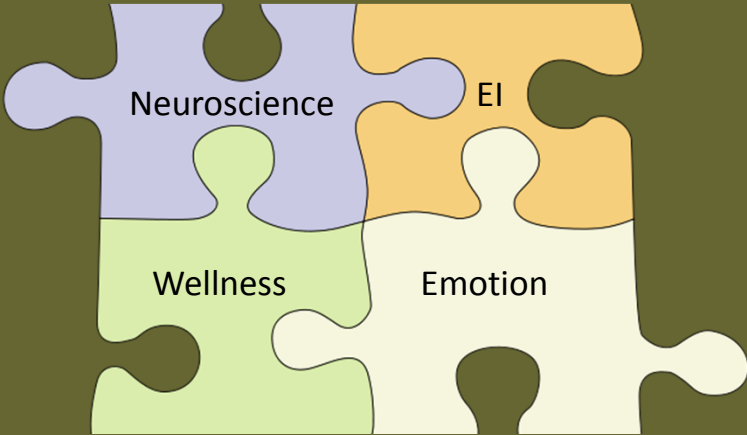
© 2014 Kate Larsen, MCC, BCC, EMNL

Page 8


Crescendo Connect Conversation – September 15, 2014
Emotional Intelligence and Wellness
Presented by: Kate Larsen




It Takes All The Pieces



© 2014 Kate Larsen, MCC, BCC, EMNL Page 9



Energy and Intention



- Any of the competencies or factors require energy to act upon.
- Each requires, at some level, a call to live consciously and intentionally (vs. unconsciously and reactively.)

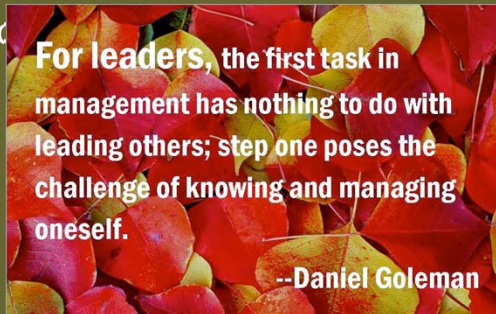
© 2014 Kate Larsen, MCC, BCC, EMNL Page 10

Crescendo Connect Conversation – September 15, 2014
Emotional Intelligence and Wellness
Presented by: Kate Larsen



8 EI Essential Factors

- Self-regard
- Emotional self-awareness
- Emotional expression
- Interpersonal relationships
- Reality testing
- Impulse control
- Flexibility
- Stress tolerance



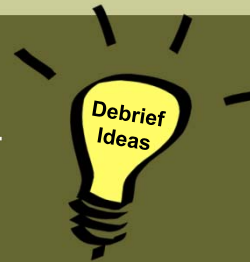
© 2014 Kate Larsen, MCC, BCC, EMNL

Page 11



Self-Regard

- How do you show yourself respect?
- How do you honor your own needs – without comparing, contrasting, competing or criticizing yourself for having those needs?
- One-size-fits-all does not apply.
- Optimism and change



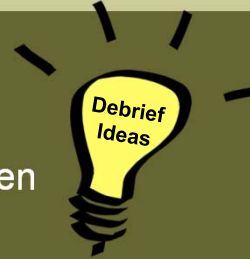
© 2014 Kate Larsen, MCC, BCC, EMNL

Page 12



Emotional Self-Awareness

- Recognizing, understanding one's emotions
- Includes ability to differentiate between subtleties in one's emotions while understanding the cause and impact

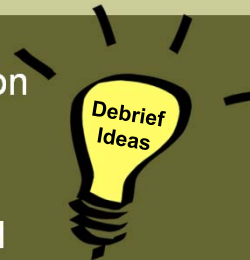


- Interoceptive Awareness



Interoceptive Awareness

- The sense of physiological information arising from the body
- Sensing your body's internal state
- Associated with both compulsive and impulsive behaviors
- Can help clients tune into their bodies
- H.A.L.T.



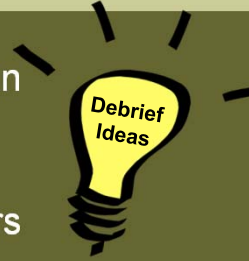
Crescendo Connect Conversation – September 15, 2014
Emotional Intelligence and Wellness
Presented by: Kate Larsen



Impulse Control



- Resisting or delaying an impulse, drive or temptation to act
- Avoiding rash behaviors and decision-making
- Requires simple attention control and cognitive reappraisal skills



© 2014 Kate Larsen, MCC, BCC, EMNL

Page 15



Stress Tolerance

- Coping with stressful or difficult situations
- Believing that one can positively manage or influence situations
- Cognitive control and self-awareness are critical
- Lifestyle behaviors increase or decrease stress tolerance



© 2014 Kate Larsen, MCC, BCC, EMNL

Page 16

Crescendo Connect Conversation – September 15, 2014

Emotional Intelligence and Wellness

Presented by: Kate Larsen

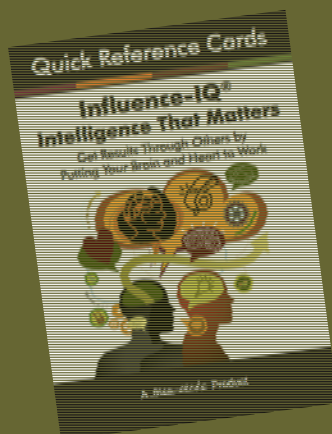


Employee Health and Engagement

- Wellness is a strategic advantage for employee engagement, which directly impacts:
 - Productivity
 - Innovation
 - Collaboration
 - Retention
 - Attrition
 - Hiring
- Bottom line: employee wellbeing is a leading indicator of future human capital costs.



kate@katelarsen.com~952-943-1430



Influence-IQ® Intelligence That Matters

Science of the Brain
Neuroscience shows us that when the brain gets overloaded, we don't think clearly. We may make snap judgments and become impatient. Our creativity suffers, as do our decision-making capabilities.

Influence-IQ® Intelligence That Matters

Insight of Emotional Intelligence
Research shows that the higher a leader climbs in an organization, the less empathetic he or she becomes to the challenges of others. Empathy is a non-judgmental acceptance of another's point of view, situation, circumstance, or reaction. An empathy response notices both the emotion and the facts shared (or subtly expressed) by another person. It is not the same as sympathy or pity.

Influence-IQ® Intelligence That Matters

Mastery of Coaching Skills
Making an assumption happens instantaneously. When we don't give attention to our habits of thinking, we can jump to a conclusion and assume things that may or may not be true or accurate.

Effective leaders and influencers do not assume understanding; they ask for clarification and check for accuracy in their interpretation by reflecting back what they believe they have heard.

Crescendo Connect Conversation – September 15, 2014
Emotional Intelligence and Wellness
Presented by: Kate Larsen



Questions: I'm sure there's many!



**And...I'm happy
to have a
continuing
conversation.**

Page 19



Thank you, Lisa!!



© 2014 Kate Larsen, MCC, BCC, EMNL

Page 20

Crescendo Connect Conversation – September 15, 2014
Emotional Intelligence and Wellness
Presented by: Kate Larsen



Final Thought on Wellness



“Someone with their health has a thousand wishes; someone without their health has but one.”

© 2014 Kate Larsen, MCC, BCC, EMNL

Page 21



What's Next?

- **Vulnerability Series**
 - September 23, 2014 – Karen Greer (Minneapolis)
- **Crescendo Connect Conversation**
 - November 3, 2014: *El and Higher Education* – SDSM&T
- **EQ-i^{2.0}/EQ360 Certification – Minneapolis**
 - December 9 & 10, 2014
- **Leadership and Self-Deception for Teams**
 - October 29, 2014 – Diane Nettifee (Minneapolis)
- **EI & Wellness**
 - January 2015 – Kate Larsen & Lisa Griebel (Minneapolis)

Crescendo Connect Conversation – September 15, 2014
Emotional Intelligence and Wellness
Presented by: Kate Larsen



Contact Information

Kate Larsen

Tel: 952.943.1430

Email: kate@katelarsen.com

Website: www.katelarsen.com



Lisa Griebel, M.Ed.

Crescendo Inc.

Tel: 612.718.4389

Email: lgriebel@crescendoinc.com

Website: www.crescendoinc.com