

**Crescendo Connect Conversation – November 3, 2014**  
**Emotional Intelligence and Higher Education**  
**Presented by: Alycia Jensen & Jesse Herrera**

<b>Dial in Information</b> Tel: 267.507.0240 Passcode: 657872	<b>Materials for call</b> Slides Handout EQ-i <sup>2.0</sup> Model & Definitions
<b>Call Etiquette</b> Mute/unmute: PRESS 4* Questions: PRESS 5*  Thank you!	
<b>EMOTIONAL INTELLIGENCE AND HIGHER EDUCATION</b>	
<b>CRESCENDO CONNECT CONVERSATION</b>  ALYCIA JENSEN AND JESSE HERRERA SOUTH DAKOTA SCHOOL OF MINES AND TECHNOLOGY  NOVEMBER 3, 2014	

**OUR STORY**

- Science, Technology, Engineering, and Mathematics Institution (STEM)
- Institutional Demographics
  - Mostly male
  - Midwestern, small town/state population
- Our Backgrounds

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### DETERMINING EI NEEDS ON CAMPUS

- Industry Needs
- Accreditation (ABET for engineering)
- Student Development Goals
  - Mines Advantage Program
- Something was missing...



### DATA!!

- Who: Students and staff
- What: Emotional intelligence data using the EQ-i2.0 Higher Ed (Students) and Leadership Reports (Administrative Staff)
- Why: Determine specific competencies that could be developed and/or leveraged for programming purposes

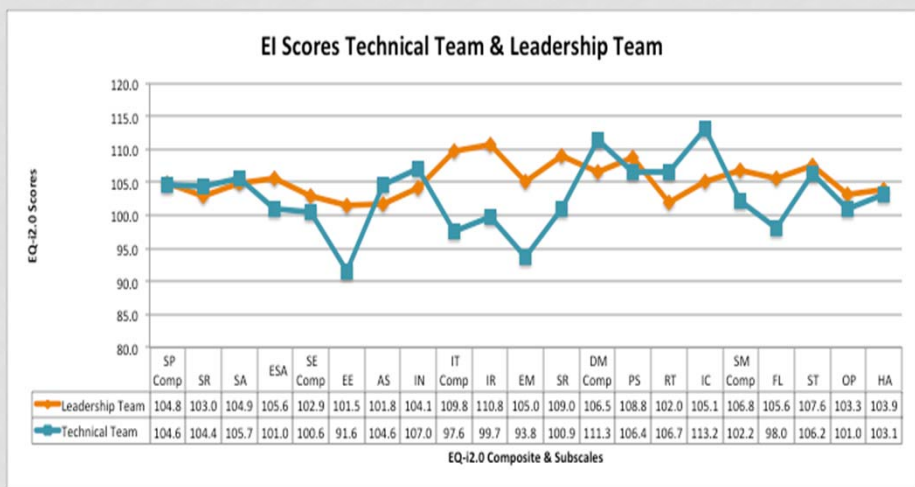


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### STUDENT DATA



### STUDENT PROGRAMMING

- Emotional intelligence workshops for Leadership and Technical Teams
- Focus on EI competencies needed for Leadership and Industry effectiveness:
  - Emotional Expression
  - Empathy
  - Flexibility
  - Optimism

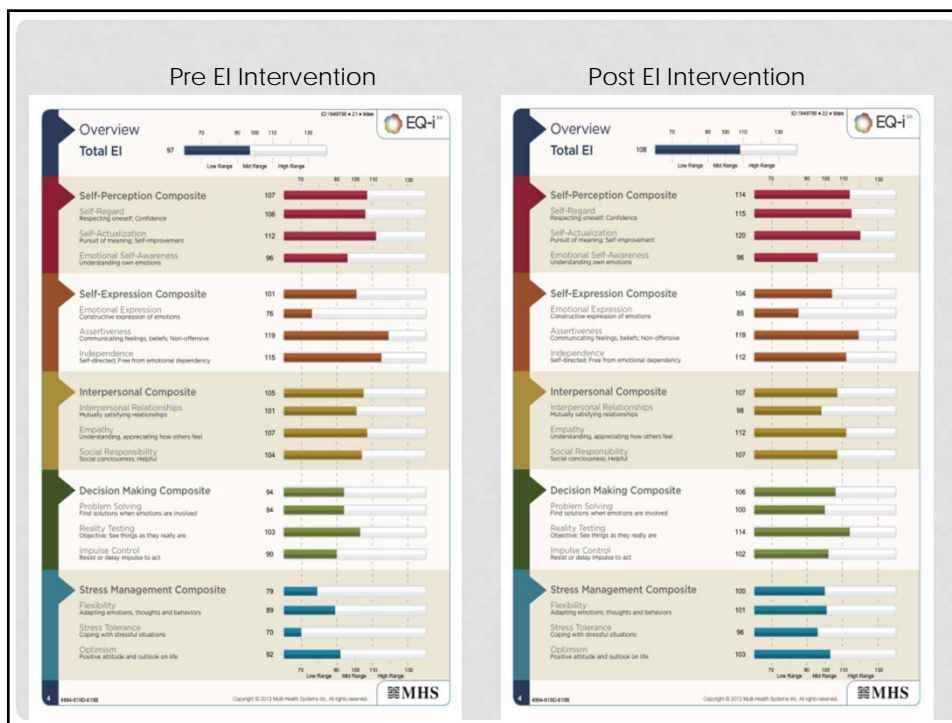
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### CASE STUDY: STERLING ARCHER

- Male engineering student
- Technical Teams Group
- Assessed twice (pre and post EI interventions)
- Significant improvements made but patterns persisted



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#### CASE STUDY: STERLING ARCHER

- Interventions
  - Debrief
- Balancing scales
  - Leveraging strengths
- Specific programming
  - Leadership and personal development



#### GAINING BUY-IN ON CAMPUS

- Campaigning – interested groups first
  - Human Relations
  - Student Development
- Providing information
  - Lunch n Learns
  - “Free” reports and debriefs
  - Tie-in to Institutional Goals (i.e. Mines Advantage program, professional development, etc.)

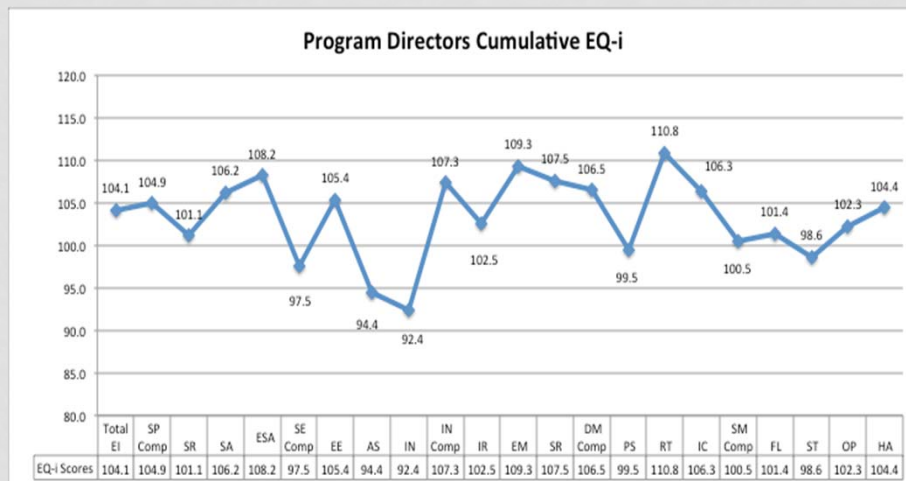


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### PROGRAM DIRECTOR DATA



### CHALLENGES

- Students
  - Perceptions of “emotions” or “emotional intelligence”
    - Re-name workshops to Personal and Professional Development
    - Re-contextualize emotions and EI so that they see the value
- Staff
  - Budget restrictions
    - Have donated assessments and debriefs to “hook” them
  - Overall – the most supportive group
- Faculty
  - Perception of emotional intelligence – they need proof!
    - Collaborating with Faculty Development Coordinator
  - Workload (courses, research, etc.)

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## What's Next?

### **Crescendo Connect Conversation**

- January 12, 2015: *El and Leadership & Self-Deception* – Diane Nettifee

### **EQ-i<sup>2.0</sup>/EQ360 Certification – Virtual**

- April 2015

### **Peer Coaching**

- Spring 2015

### **EQ-i<sup>2.0</sup>/EQ360 Certification – In-Person**

- June 2015

### **Leading with Emotional Intelligence**

- Summer 2015

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