

Crescendo Connect Conversation – January 12, 2015
Emotional Intelligence and Leadership Self-Deception
Presented by: Diane Nettifee

Dial in Information

- Tel: 1.302.202.1110
- Passcode: 657872

Materials for call:

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

Call Etiquette:

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

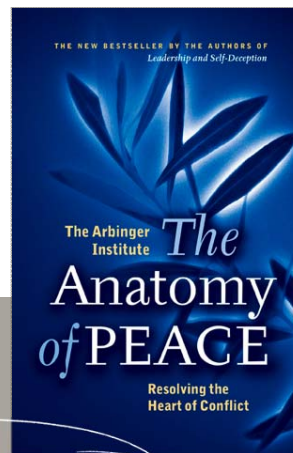
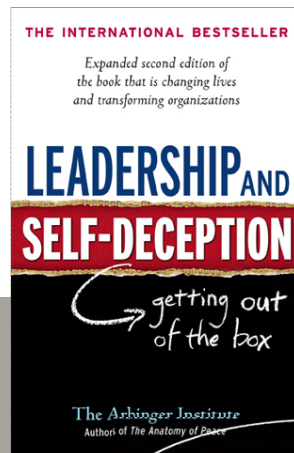
Thank you!

**Emotional Intelligence and
Leadership Self-Deception**

Crescendo Connect Conversation

Presented by:
Diane Nettifee, Founder & President
Magis Ventures
January 12, 2015

The Arbinger Institute



How I became acquainted

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The foundation for Arbinger's work

Buber's main proposition is that we may address [existence](#) in two ways:

- The attitude of the "I" towards an "It", towards an object that is separate in itself, which we either use or experience.
- The attitude of the "I" towards "Thou", in a relationship in which the other is not separated by discrete bounds.



[Martin Buber](#), Jewish philosopher
published *I and Thou*, in 1923

One of the major themes of the book is that human life finds its meaningfulness in [relationships](#).

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TWO WAYS OF BEING AND WORKING

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a story

Why didn't my behavior work?

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WHAT we do

Behavior

“Way of Being/Mindset”

See a Person

See an Object

I'm in the box with this person

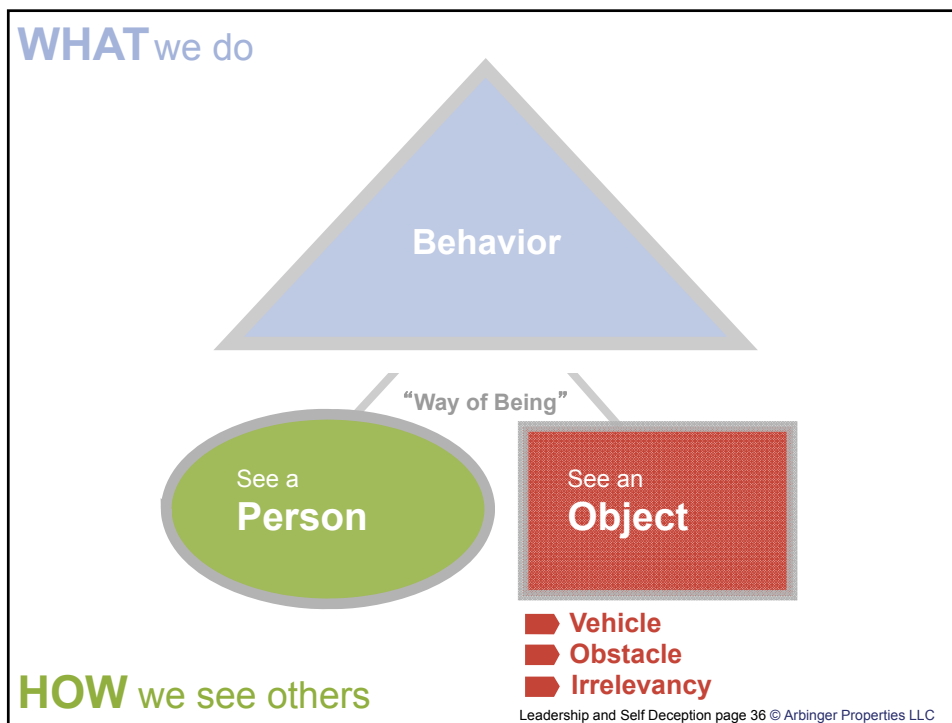
HOW we see others

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Three ways to see someone as an object

- Imagine me sitting on a chair.....
- Imagine the chair blocking the door.....
- Imagine the chair in the corner of the room...



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Any behavior.....

- Can be done with
 - An outward mindset or way of being (seeing people as people)

 - An inward mindset or way of being (seeing people as objects)

What does EQ have to do with these concepts?

EVERYTHING!

Our mindset directly influences our EQ

- Self Perception*
- Self Expression*
- Interpersonal*
- Decision Making*
- Stress Management*



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An assertion

- Deepening our capacity for an outward mindset is the foundation for growth in our Emotional Intelligence

EQ

- *Self Perception*
- *Self Expression*
- *Interpersonal*
- *Decision Making*
- *Stress Management*



Exploring EQ and Way of Being

- Story of new cashier (or driving on the freeway) and my way of being

What happens when we choose to move from seeing others as people to seeing them as objects?

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Identifying our Red Flags

Stress Management

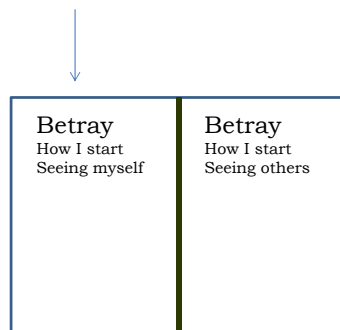
- When I put myself in a stress for time my focus often turns inward and I can blame others (justify)
- My emotions are high and running the show

Self Perception

When the focus shifts to self I may have high self awareness but is it accurate?

Sense/Desire _____ Let a driver into my lane

Choice → Honor



Self Betrayal is the way I move from seeing a person to seeing an object

Justification makes my wrongs seem right

In self betrayal I need to feel justified

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Developing an outward mindset creates fertile ground for developing
our **EQ**



Questions for developing capacity for
Outward Mindset



How might I be a
problem for others?



How can I be more
helpful to others?



How can I help
things go right?

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Responsibility

How might I be a problem for others?

- Developing the CAPACITY to ask this question leverages almost every area of EQ

Self Perception

Self Expression

Interpersonal

Decision Making

Stress Management

Influence

How can I be more helpful to others?

When we have shifted our mindset and become more focused on and interested in the other we can influence in genuine ways

Example: I meet someone I want to help

Leverage: *Self Perception and Self Expression*

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Collaboration

How can I help things go right?

Consider the shift in focus:

When I am helping things go right

versus

Correcting a problem

Leverage: Interpersonal and Stress management

Collusion

A conflict where the parties are inviting the very things they are complaining about. Driven by the need to be justified.

- Diane and Dan

Diane does: Get ramped up Become defensive Blame him for his reaction Try to bring others to see it my way	Dan sees: Prima Dona Self centered Uncooperative
Diane sees: Uncooperative Critical Not engaged Sabotaging my success	Dan does: Criticizes my projects

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Getting out of the box

Employing the three questions

Leveraging EQ

1. *Self Perception*
2. *Self Expression*
3. *Interpersonal*



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What's Next?

- **Crescendo Connect Conversation**
 - March 30, 2015: *El and the Social Brain* – Ann Holm
- **EQ-i^{2.0}/EQ360 Certification – Virtual**
 - April 2015
- **El Peer Coaching**
 - Launch May 215
- **EQ-i^{2.0}/EQ360 Certification – In-Person**
 - June 2015

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Success that is:

More than can be measured by a single *bottom line*.

More aligned with your deeply held *values* and purpose

More connected to a *greater good*.

More *meaningful* and *fulfilling* work.

Founder and President, Diane Nettifee www.magisventures.com