

Emotional Intelligence and the Social Brain
Crescendo Connect Conversation - March 30, 2015
Presented by: Ann Holm

Emotional Intelligence and the Social Brain:
What the Caveman Taught Us About Connectedness

Dial in Information

- **Tel:** 1.302.202.1110
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Materials for call:

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

Call Etiquette:

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

Thank you!



Crescendo Connect Conversation

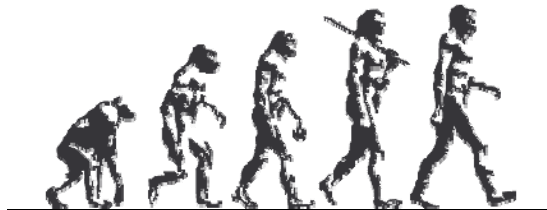
Presented by:

Ann Holm MS ACC CCC

March 30, 2015

Today's Discussion:

Emotional intelligence and the social brain from the perspective of survival of the species. **Deep-seated.**
Essential. Unchanging.



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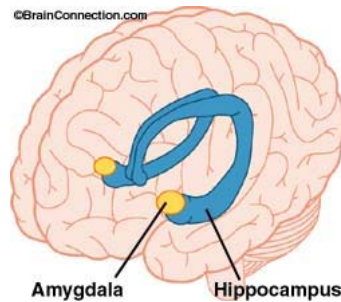
Evolved like the need for movement



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Evolved like fear of snakes and other perceived threats



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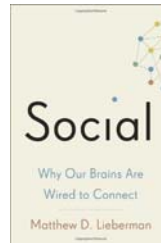
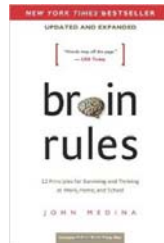
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Today's Gurus

- John Medina, author of *Brain Rules*
- Mark Leary, leading social and personality psychologist
- Matthew Lieberman, author of *Social: Why Our Brains are Wired to Connect*.



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Our Brains are first and foremost social organs....



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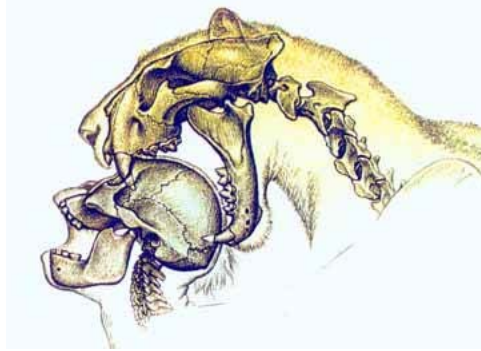
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How did we survive when we were essentially wimps compared to the rest of living creatures?



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Connectedness became an evolved “trait” or essential need to ensure survival of the species



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Traditional Maslow's Hierarchy of Needs

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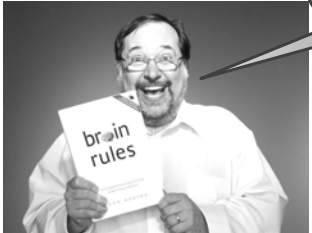
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Adjusted Hierarchy of Needs
Based on Social Brain Concepts

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"If you're in conflict with someone, get to know them personally"
- John Medina

1999 Study:

- Groups that didn't know each other had an irresolvable impasse 29% of the time.
- Groups that got to know each other had a 6% impasse rate.




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What is *low* relational value?


As defined by Mark Leary: The critical appraisal that leads us to believe we are not valued by another or a group.



Rejection




Unappreciated



Criticized

Also teasing, betrayal and being ignored...



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Having no relational value leads to :

- Decreased motivation
- Anxiety
- Depression
- Poor performance
- Illness....

Probably not something that can be ignored....



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EQ-i^{2.0} Model of Emotional Intelligence



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Historically leaders seen as...

- Intelligent
- Dominant
- Masculine
- Selected for skill set mastery



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- Intelligence is associated with leadership acumen.
- Empathy is associated with leadership acumen

BUT

- Intelligence and Empathy are not correlated with each other

Matthew Lieberman, Why Our Brains Are Wired to Connect, 2013



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Analytical Thinking



From: *Social* by Matthew Lieberman
2013

Social Thinking



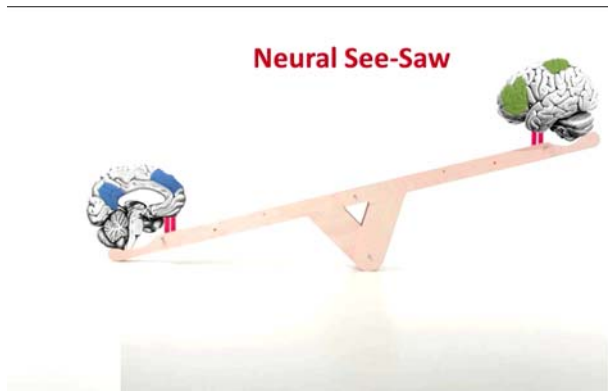
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Neural See-Saw



Brain science suggests that we see-saw between thinking and feeling but cannot do both at once


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Tips to Develop Social Thinking

1. Watch body language- aggressive postures
2. Develop a more nuanced emotional repertoire
3. Partner with someone who is strong in social thinking

Social Thinking



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% Seen as Great Leader

Category	% Seen as Great Leader
Results Focused	~15%
Results Focused + Social Skills	~75%

Neural See-Saw

Business culture says results only!
BUT
 Our brains must have social needs met too!

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EQ-i^{2.0} Model of Emotional Intelligence

Self-Perception	Self-Expression	Interpersonal	Decision Making	Stress Management
Self Regard	Emotional Expression	Interpersonal Relationships	Problem Solving	Flexibility
Self Actualization	Assertiveness	Empathy	Reality Testing	Stress Tolerance
Emotional Self-Awareness	Independence	Social Responsibility	Impulse Control	Optimism

In what way do these EQ competencies help or hinder your social connectedness?

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EMOTIONAL INTELLIGENCE DEVELOPMENT STRATEGIES

CREATED BY:
LISA GRIEBEL & KAREN LANSON
*With input from
The Crescendo Inc. EI Community of Practice
January 2015*
Based on the EQ-i^{2.0} Model of Emotional Intelligence published by SHL (now Health Systems) 2012.

Crescendo Inc. EQ-i^{2.0} Certified Practitioners

- EI Practitioner Resource Center
 - EI Development Strategy Guides

EMOTIONAL INTELLIGENCE DEVELOPMENT STRATEGIES COACH'S GUIDE

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What's Next?

- **Intentional Leadership Coaching Certification**
 - April 21 Type Deep Dive Day
 - April 22-23 Certification Program
- **Crescendo Connect Conversation**
 - May 11: *El Practitioner Roundtable*
- **EQ-i^{2.0}/EQ360 Certification – In-Person**
 - June 23 & 24
 - **Living an EQ Life ... Making the EQ Connection!**
 - October 28

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