

Crescendo Connect Conversations – January 11, 2016
EI and Strengths
Presented by Cheryl Persigehl

Emotional Intelligence & Strengths

Crescendo Connect Conversation

Presented by:
Cheryl Persigehl

Organizational Effectiveness Consultant
Clifton Strengthsfinder Performance Coach
MHS EQ-i Practitioner

Dial in Information

- Tel: 1.302.202.1110
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Materials for call:


- Slides Handout

Call Etiquette:

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

Thank you!

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What connections can we make between this evaluative tool (MHS EQ-i^{2.0}) and this descriptive tool? (Clifton Strengthsfinder)

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EQ-i^{2.0} Model - Emotional Intelligence



Emotional Intelligence is a set of emotional and social skills that influence the way we perceive and express ourselves, develop and maintain social relationships, cope with challenges, and use emotional information in an effective and meaningful way.

- Multi-Health Systems Inc.

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Gallup Model

- Gallup's model is based on over 4 decades of research: a study of personal and organizational success across 30 cultures.
- Over 3.8 million people have completed the assessment.
- Strengthsfinder[®] is currently available in more than 20 languages.

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StrengthsFinder® 34 Themes

Motivation	Relationship	Influence	Thought Process
<i>(Striving)</i>	<i>(Relating)</i>	<i>(Impacting)</i>	<i>(Thinking)</i>
Achiever	Communication	Command	Analytical
Activator	Empathy	Competition	Arranger
Adaptability	Harmony	Developer	Connectedness
Belief	Includer	Maximizer	Consistency
Discipline	Individualization	Positivity	Context
Focus	Relator	Woo	Deliberative
Restorative	Responsibility		Futuristic
Self-Assurance			Ideation
Significance			Input
			Intellection
			Learner
			Strategic

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StrengthsFinder® : The Back Story

“It’s not really a StrengthsFinder, it’s a TalentFinder.”

“Sometimes talents are present, but they haven’t ‘shown up.’ In these cases, talents must be encouraged, called out, and celebrated.”

Don Clifton
Father of Strengths Psychology

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Gallup's Definition

Talent x Knowledge x Skill x Practice = **Strength**

- *Talent* is a natural gift.
- A **strength** is the *productive application* of a natural gift.



Gallup University

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Gallup's Guiding Principles

"Build on your strengths and manage your weaknesses."

*"Don't worry about being well rounded.
Be sharp in a few things."*

Don Clifton

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Gallup's Steps to Leveraging Strengths

1. Awareness
2. Application
3. Performance
4. Measurement
5. Sustainability

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Gallup's Assertions

"Having the opportunity to use your strengths at work has more positive impact on your success than title, role or pay."

"Unless people are deliberately playing to their strengths, there will be no sustainability of results."

Gallup University

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Reuven BarOn's Assertions

"EQ-i is a way to efficiently and accurately assess strengths and blind spots."

"EQ directly influences our potential for sustained performance. Approximately 1% of variance in occupational success can be attributed to differences in IQ. Up to 27% variance in occupational success can be attributed to differences in EQ."

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How might awareness of our strengths impact our capacity to engage in a candid assessment of our emotional intelligence?



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Strengths & Engagement

“If your manager focuses on your strengths, there’s a 1% chance you’ll be disengaged.

If your manager focuses on your weaknesses, there’s a 22% chance you’ll be disengaged.

If your manager ignores your strengths, there’s a 40% chance you’ll be disengaged.”

Gallup University

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Client Profile: Susan

High Potential Senior Mgr

Brand—

Subject Matter Expert, Smart, Assertive, Self Confident, Results-Oriented, Aloof, Critical

EQ-i 2.0 (Total EI 106)	SF Top 5
High Self-Regard 111 Independence 110 Reality Testing 116	Achiever Restorative Analytical Ideation
Low Int Relationship 88 Soc Responsibility 91 Empathy 93	Learner

Development feedback from Susan’s manager...*“focus on relationships and ‘lightening’ your presence by learning how to navigate with different personality types with a focus on interaction that is still results driven. My hope/plan is to see you in a position of greater responsibility in the near future. The tone you set will be as important as your deliverables.”*

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Does strengths-based personal development



enhance or hinder
our development of emotional intelligence?

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Client Profile: Matt High Performing Executive

Brand—
Authentic, Engaging, Visionary,
Intuitive, Culture-BUILDER,
Execution-Oriented, Loyal,
Folksy, Mercurial

EQ-i Leader (Total EI 110)	SF Top 5
High Soc Responsibility 115 Int Relationship 113 Optimism 108	Individualization Achiever Arranger Futuristic Responsibility
Low Independence 97 Emotional S-A 96 Self-Regard 91	

Development feedback from Matt's manager--"*...invest in building stronger relationships with your peer [executive] team. Demonstrate your value and professionalism. I'm not sure they take you seriously. I also need you to hold your own team more accountable. They're 'green', but they could be delivering even more.*"

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Q & A

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Celebrating 20 Years!!
Special Birthday Offer
Save \$200* on ANY 2016
EQ-i^{2.0} Certification Training
****Register by 1.31.16***

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What's Next?

- **EQ-i^{2.0}/EQ360 Certification – Virtual**
 - April 7, 14, 21, & 28
- **Crescendo Connect Conversation**
 - March 7
- **Living an EQ Life – Minneapolis (May 24)**
 - EI and Leadership Self Deception
 - EI and Wellness
- **EQ-i^{2.0}/EQ360 Certification – Minneapolis**
 - June 14 & 15

Contact Information

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