

EMOTIONAL INTELLIGENCE FACTSHEET

Institution of
**MECHANICAL
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EMOTIONAL INTELLIGENCE

An Introduction

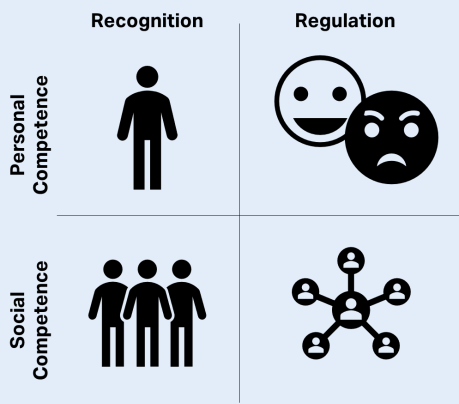
High levels of emotional intelligence (EQ) and self-awareness are hugely beneficial when it comes to understanding our personal impact on others and being aware of how our actions and behaviours can impact other people is one of the biggest steps to creating a true sense of belonging in our organisations.

Understanding how our actions and words are perceived by others is what we mean by 'personal impact', another way to describe being aware of this is to have a high level of EQ and self-awareness.

The Harvard Business School has completed vast research in this area and has found that EQ counts for "twice as much as IQ and Technical Skills in determining who will be successful!". So, when we look at emotional intelligence we are not just talking about creating inclusive spaces, we're also talking about how we can each reach our full potential and do our best work and in our projects.

The EQ Grid

The below EQ grid was devised following research by Peter Salovey and John D. Mayer and further exploration by Daniel Goleman, who discovered (alongside David McClelland) that cognitive intelligence (IQ) wasn't the most robust way to discover who was likely to be successful in life.



The grid above showcases the 4 elements of having high levels of EQ and those with high levels are:

- Good at understanding their own emotions (self-awareness)
- Good at managing their emotions (self-management)
- Empathetic to the emotional drives of other people (social awareness)
- Good at handling other people's emotions (social skills)

EQ & Neurodiversity

Interestingly, the more we learn about how differently our brains work within society, the more we are able to see the different benefits and disadvantages for different people.

A good practice is to take into consideration how neurodiversity could affect our natural levels of EQ. Those who are neurodiverse (meaning someone who thinks differently from the way the majority of society (referred to as neurotypical) expect) could find some areas on the grid come more naturally to them than others.

We explore neurodiversity in greater detail during our disability awareness learning, but for now let's look at a couple of examples of some of the advantages where the different ways our brains function can help us flourish more naturally than others with EQ.:

- A person who has ASC (autism spectrum condition) could be more likely to self-manage more naturally than someone without ASC.
- Or a person who is neurotypical could be more likely to naturally be more socially aware than someone who is neurodiverse

These are just examples and we are all so wonderfully diverse in the way our brains work, how we think and how we act that it is important to remember where some of us have strengths in some areas other may have them elsewhere and we are all able to develop those areas that are not our strength.