



# Tools for Emotional Intelligence in Leadership

Tools to help you develop emotional intelligence and leadership skills

## Introduction

The following tools have been developed in context of our webinar on Emotional Intelligence in Leadership. To watch the webinar in your own time, please follow the [link here](#).

## Mindset Scale

Where is your focus?

<b>Level 1 - Self Absorbed</b> What/Doing	<b>Level 5 - Self Aware</b> Who/Being
<ul style="list-style-type: none"><li>• What you do, i.e., proving yourself</li><li>• Position power</li><li>• What you have</li><li>• Self-Centric language, i.e., I, me, my, mine</li><li>• Statement-filled monologue</li><li>• Systems, processes and procedures</li><li>• Shines the light on oneself, i.e., takes credit</li><li>• Intense professional will and personal ego</li><li>• Enhancing one's position</li></ul>	<ul style="list-style-type: none"><li>• Who you are, i.e., expressing yourself</li><li>• Personal power</li><li>• What you give</li><li>• Audience-Centric language, i.e., you, your</li><li>• Question-filled dialogue</li><li>• People</li><li>• Shines the light on others, i.e., gives credit</li><li>• Intense professional will and personal humility</li><li>• Improving one's self</li></ul>

## Language Scale

How do you communicate?

Level 1 - Self Centric What/Doing	Level 5 - Audience Centric Who/Being
<ul style="list-style-type: none"><li>• What I think is...</li><li>• I need you to...</li><li>• My preference is to...</li><li>• That is what I was hoping you would do</li><li>• I think the best way to do this is...</li><li>• My plan is..</li><li>• I'm disappointed</li><li>• How many times have I told you to...</li><li>• I disagree</li></ul>	<ul style="list-style-type: none"><li>• What do you think?</li><li>• Can you...</li><li>• What do you prefer?</li><li>• Thank you</li><li>• You may find that the best way to do this is...</li><li>• What do you think about...?</li><li>• How do you feel about...?</li><li>• You have two choices. You can _____ or _____. What do you want to do?</li><li>• Silence</li></ul>