

The background of the slide is a close-up, slightly blurred image of the seal of the San Diego County Sheriff's Department. The seal is circular and features a central figure, likely a Native American, surrounded by the text "SAN DIEGO COUNTY SHERIFF'S DEPARTMENT".

# Using EQ To Lead and Build Strong Teams

# Course Objectives

**Understand  
Emotional  
Intelligence**

**Connect Emotional  
Intelligence to leadership  
and teamwork**



**Implement the skills of  
Emotional Intelligence to  
lead and create a strong  
team**



# Core Values



**HONESTY** – We are truthful in our words and in our actions

**INTEGRITY** – As people of character and principle, we do what is right, even when no one is looking

**LOYALTY** – We are loyal to the values of our department and our profession and committed to protecting the quality of life in the communities we serve

**TRUST** – We are confident in the integrity, the ability and the good character of our colleagues

**RESPECT** – We treat everyone with dignity, honoring the rights of all individuals

**FAIRNESS** – We are just and impartial in all our interactions

**DIVERSITY** – We embrace the strength of diversity in our employees and our communities

**COMPASSION** – We are compassionate in our words, actions, and deeds



# Elements of EQ



**Self  
Awareness**



**Self  
Management**



**Social  
Awareness**



**Relationship  
Management**



# Video Example



Disney · PIXAR  
**INSIDE  
OUT**





# Discussion

- Think about a supervisor or leader who did not practice emotional intelligence.
- What did you notice about them?
- How did their lack of emotional intelligence affect the team?

# Absence of EQ

- **Negatively impacts**
  - Job satisfaction
  - Employee engagement
  - Turnover
  - Financial bottom line
  - Communication
  - Team dynamics







***No one can be a great leader unless they genuinely care about the success of everyone on their team.***

**-Gifford Thomas**





# Benefits of EQ

- Develops team players
- Navigates and drives change effectively
- Creates visionary leadership
- Produces effective communication
- Addresses conflict and stress productively
- Increases performance and morale
- Impacts our success
- Raises self-confidence



# Skills of EQ

- Empower and motivate others
- Increase empathy
- Identify and manage yours and others emotions
- Manage/understand emotions & apply them to problems and tasks
- Be willing to step into change for the growth and benefit of the organization/team
- Stay calm in chaos
- Communicate clear expectations





# Discussion

- **Think about a supervisor or leader you admire.**
- **What do you admire about them?**
- **How did you see them use emotional intelligence?**




**Video Example**





**Activity**

The image features a background of a sunset or sunrise sky with soft, warm colors. In the upper portion, a black silhouette of a person is shown in mid-air, falling backwards with arms and legs outstretched. In the lower portion, a group of five black silhouettes of people are shown from the chest up, with their arms raised in a celebratory gesture. Centered between these two scenes is the text 'Trusting Teams Video' in a white, bold, sans-serif font, which is underlined.

# Trusting Teams Video





# Benefits of Teamwork

- Improves motivation
- Increases engagement and productivity
- Encourages regular communication and collaboration
- Increases morale

# Creating a Team Environment

- **Common goals**
- **Celebration**
- **Communication**
- **Connection**
- **Collaboration**







# Applying EQ

**Take the TeamEQ Diagnostic Tool**

# Gallup's Q12 for Employee Engagement

1. I know what is expected of me at work
2. I have the materials and equipment I need to do my work right
3. At work, I have the opportunity to do what I do best every day
4. In the last seven days, I have received recognition or praise for doing good work
5. My supervisor, or someone at work, seems to care about me as a person
6. There is someone at work who encourages my development
7. At work, my opinions seem to count
8. The mission or purpose of my company makes me feel my job is important
9. My associates or fellow employees are committed to doing quality work
10. I have a best friend at work
11. In the last six months, someone at work has talked to me about my progress
12. This last year, I have had opportunities at work to learn and grow

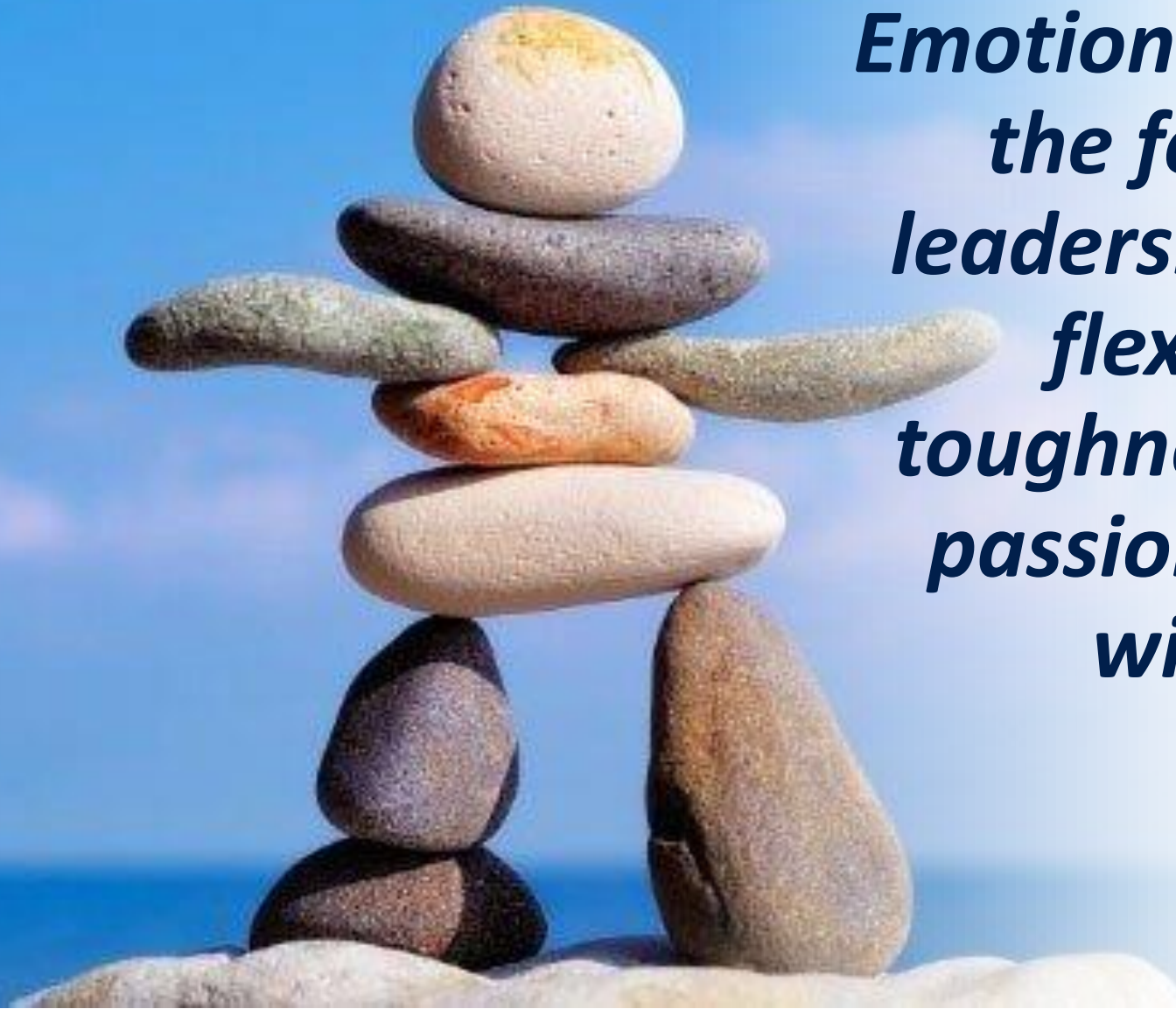


# Put it into Practice



What is one thing you want to commit to developing from this training?

Who can you practice this skill with?



***Emotional intelligence is the foundation of leadership. It balances flexibility with toughness, vision with passion, compassion with justice.***

-Dr. Amit Ray



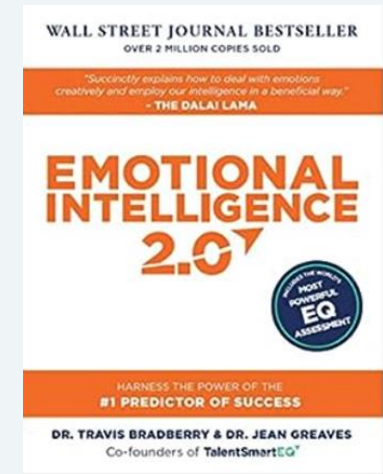
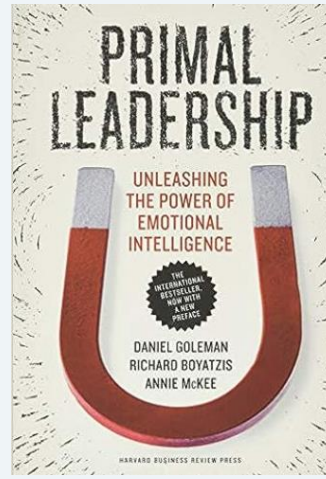


A weathered wooden sign is mounted on a vertical wooden post. The sign is made of several horizontal planks of wood, showing natural grain and some wear. The words "Thank You" are written across the center of the sign in a dark blue, elegant cursive script. The background is a bright blue sky filled with scattered, fluffy white clouds. The lighting is bright, suggesting a sunny day.

*Thank You*



# Additional Resources



EQ Myths



Psychology Today



TalentSmart Library



# Additional Resources

EQ Activities



TedX Talk on Work Culture



Elite Teams Increase EQ

