

Mindfulness-Based Emotional Intelligence: Raising the Corporate EQ



The premise:

Neuroscience and emotional intelligence (EQ) researchers have shown that success in the workplace, as at home, depends on the quality and authenticity of relationships, and the individual's ability to cultivate and employ a high level of self-awareness and presence in dynamic day-to-day and moment-to-moment circumstances.

The skills that support EQ and social intelligence are a crucial part of creating a corporate culture of sustainable high performance, generating results through positive interactions, recognition of a broad range of possibilities in any situation, and a sense of shared purpose.



The win:

EQ skills can be assessed with proven instruments like the EQ-i and EQ-360, and sharpened through ongoing Insight Coaching. Mindfulness practices and “live fire” exercises that use real time, real world circumstances enable the transitions that focus attention, align behavior with values, increase resilience, and promote collaborative achievement.

Managers who create safe environments for exploration, creativity, vulnerability and growth, give people the room they need to perform, and the organization thrives.

The state of mind:

- What if we all went to work knowing that every one of us is going to flail a bit, and fail a bit, and that the flailing and the failing are not only acceptable, but also *encouraged*? How would our willingness to contribute ideas, create new systems, or poke holes in existing ones, change?
- What could we accomplish if we no longer feared ridicule, judgment, or worse?
- What if being wrong was valued as indispensable learning rather than viewed as a failed outcome?
- In corporate systems that crave certainty, how can we master the reality of uncertainty in a way that supports the goals of the corporation while honoring the strengths of the employees?
- How can managers inspire engagement, model mindfulness and discourage drama? How much more efficiently would the common goals of the organization be reached if skillful emotional intelligence was valued, taught and supported?



The process:

EQ Insight Coaching is designed to acknowledge and engage existing strengths and set up personalized frameworks for executives, managers and individual contributors to foster fuller engagement and greater productivity.

EQ Insight Coaching enables participants to cultivate self-awareness, self-regulation, empathy, independence, decision-making skills and focused attention by creating customized approaches for

- introducing a common language to discuss difficult issues,
- bringing awareness to damaging patterns, and
- promoting understanding of the human side of generating the new ideas and processes that sustain corporate endeavors.

Corporate culture can be strengthened or re-shaped to fit the needs of workers to align tasks with values, and to belong to something of greater significance—two important components of intrinsic motivation.

Drawing from the work of leading researchers on emotional intelligence, workplace dynamics, neuroscience, and mindfulness including Reuven Bar-On, Daniel Goleman, Daniel Pink, Brené Brown, Chade Meng-Tan, Mirabai Bush, Richard Davidson, Jon Kabat-Zinn and Rick Hanson, EQ Insight Coaching teaches the framework, language and practices that bring mindful awareness to present-moment circumstances—expanding possibilities, increasing emotional intelligence, and improving focus on corporate priorities.

It takes courage and heart to become a leader of vision, insight, self-awareness and compassion. Give your organization access to the tools and techniques that raise EQ for sustainable high performance.

Insight Coach Amy Steindler spent 30 years in sales and marketing in high performing corporate environments such as media giant AOL-Time Warner, investment powerhouse AllianceBernstein, international IT product distributor TechData, and banking technology leader Diebold. She holds a BA Degree in Theater and Speech from the College of William and Mary, is a Certified MBI Life Coach, and is a Certified EQ-i/EQ-360 Assessment facilitator. She writes and speaks on topics related to personal growth, emotional intelligence, and personal and professional relationships.