

Welcome!

Gospel-Centered Emotional Intelligence

11/17/2020

Agenda

- What is Emotional Intelligence?
- What is the Gospel?
- The relationship between the Gospel and EQ.
- The gospel, EQ and our leadership.
- Ways to better understand ourselves and our teams.

My Story: The Key to the Office

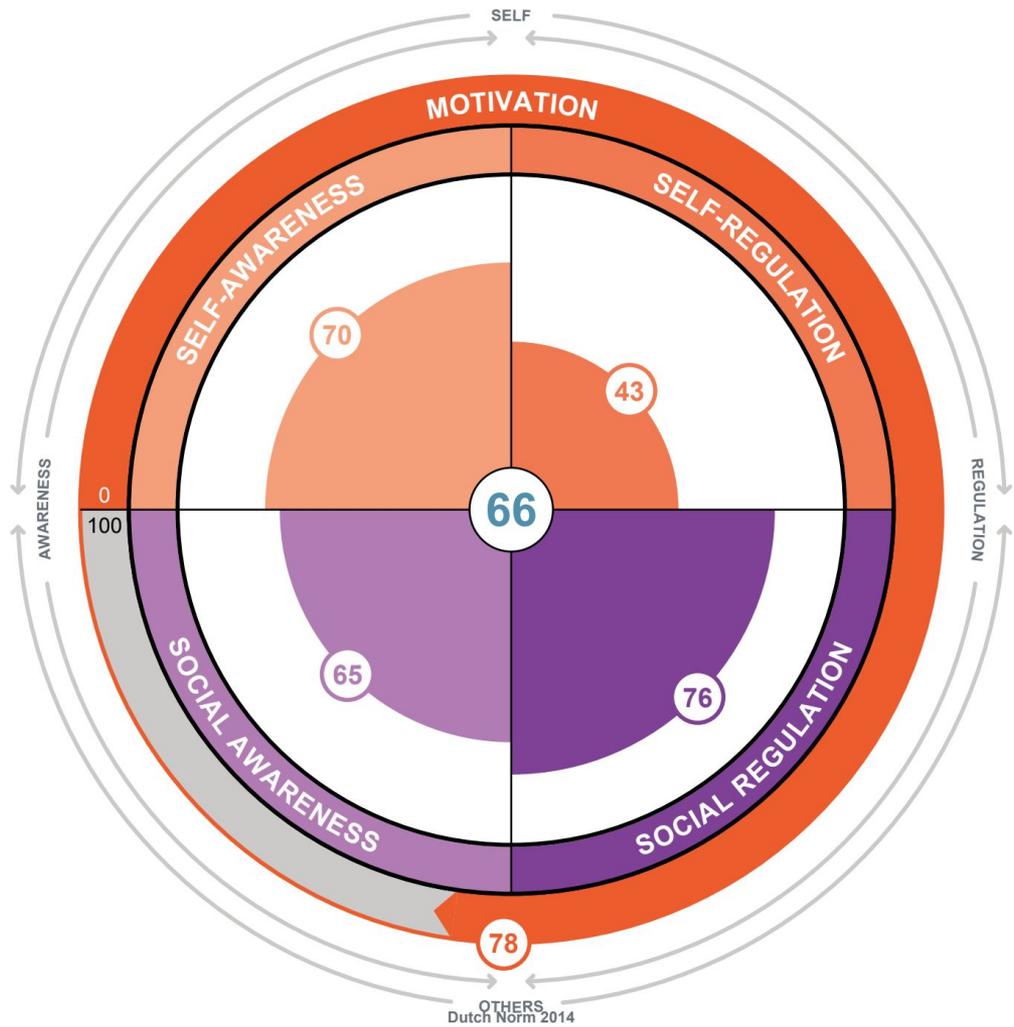
Please Share:

- Your name,
- Something about your team (size, makeup, etc.), and
- What brings you here today?

What is Emotional Intelligence?

5 Skills

A skill is something we can grow,
develop and improve



Emotional Intelligence:

the ability to sense, understand, and effectively apply emotions to be more collaborative and productive with others.

Reflect & Discuss:

What is the most difficult part of your job right now?

What is the Gospel?

The gospel is the fact that God has restored everything in creation through his son, Jesus Christ, who had no sin, yet took our sin on himself so that we could become the righteousness of God and enjoy Him forever.

What does that have to do with our leadership?

Jesus called them together and said, “You know that the rulers of the Gentiles lord it over them, and their high officials exercise authority over them. Not so with you. Instead, whoever wants to become great among you must be your servant, and whoever wants to be first must be your slave— just as the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many.” - Matthew 20:25-28

Be shepherds of God's flock that is under your care, watching over them—not because you must, but because you are willing, as God wants you to be; not pursuing dishonest gain, but eager to serve; not lording it over those entrusted to you, but being examples to the flock. - 1 Peter 5:2-4

Reflect & Discuss:

How does Jesus call us to lead others in light of what He has done for us?

Leadership Goals:

1. Understand ourselves
2. Understand our team members
3. Adapt ourselves to our teams in service to them.

“just as the Son of Man did not come to be served, but to serve”

**How do we understand the
people we lead?**

We Listen.

**My dear brothers and sisters, take note of this:
Everyone should be quick to listen, slow to speak and
slow to become angry... – James 1:19**

Investing Into Listening

- Invest time (put your people on your calendar first)
 - One-on-one
 - Every week
- Invest energy (be fully present)
 - Prepare ahead of time and ask good questions
 - Reflect on and imagine their perspective, especially when it is different from yours
 - Develop your own ability to do these things (EQ)
- Invest other resources
 - Use tools that make it easier to understand people
 - Find development opportunities and spend money on their growth

Leading with Empathy.

The 4th of the 5 skills of EQ is empathy or social awareness. It is defined as the ability to understand the emotional makeup of other people and how your words and actions affect others.

Without understanding your people and what they each uniquely bring to the team and need from you, you cannot truly serve them.

Reflect & Discuss:

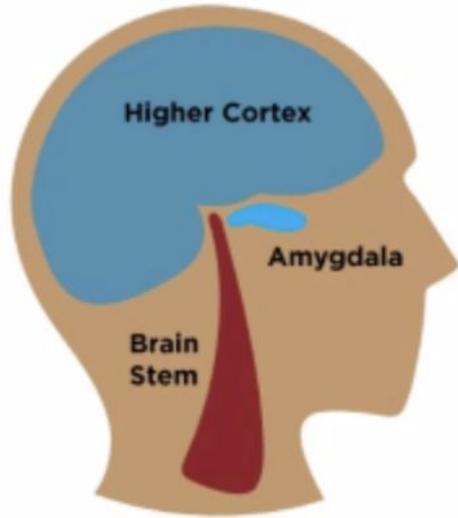
How do we practically put the people on our teams above us and serve them?

Reflect & Discuss:

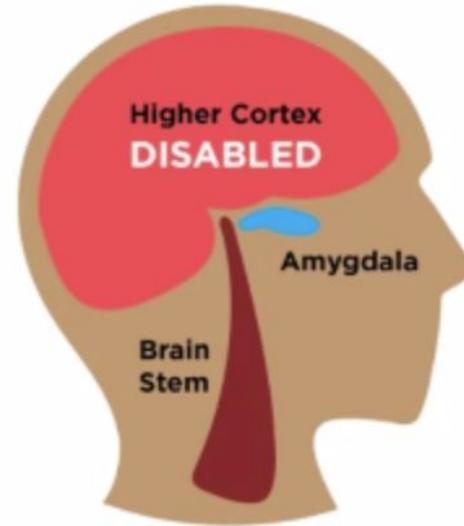
Can anyone share an example of a time when this did not work?

**What stops us from leading
with empathy
(understanding others)?**

Amygdala Hijacking



LOW emotion
(calm, relaxed)



HIGH emotion
(joy, surprise, sadness, fear,
contempt, anger, disgust)

Developing Our EQ

Self-Awareness

- Journal what you're feeling
 - Know what your triggers are
-
- Fear
 - Joy
 - Surprise
 - Anger
 - Disgust
 - Sadness
 - Contempt

Self-Regulation

- Get physical exercise (fight, flight, freeze)
- Practice prayer, meditation, mindfulness, breathing

Motivation

- Write down your goals
- Envision your aspirations

Social-Awareness (Empathy)

- Predict others' responses
- Observe body language

Social-Regulation (Influence)

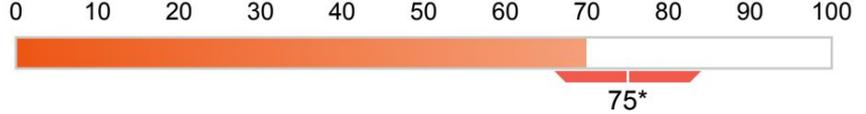
- Be curious, asking good questions
- Maintain eye contact

Other Tools

We can measure Empathy

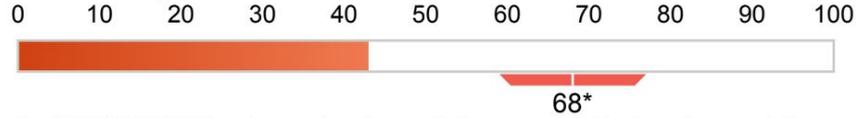


1. SELF-AWARENESS - The ability to recognize and understand your moods, emotions and drives, as well as their effect on others.



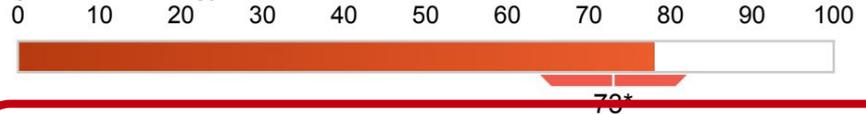
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2. SELF-REGULATION - The ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment and think before acting.



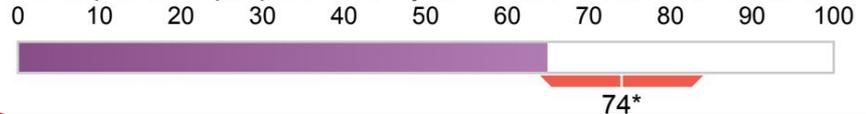
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3. MOTIVATION - A passion to work for reasons that go beyond the external drive for knowledge, utility, surroundings, others, power or methodology and are based on an internal drive or propensity to pursue goals with energy and persistence.



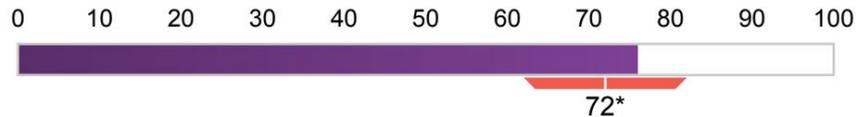
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4. SOCIAL AWARENESS - The ability to understand the emotional makeup of other people and how your words and actions affect others.



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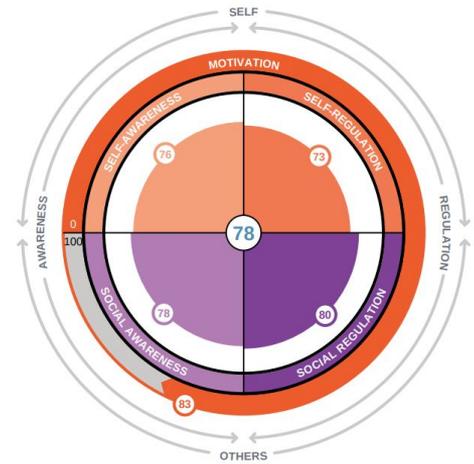
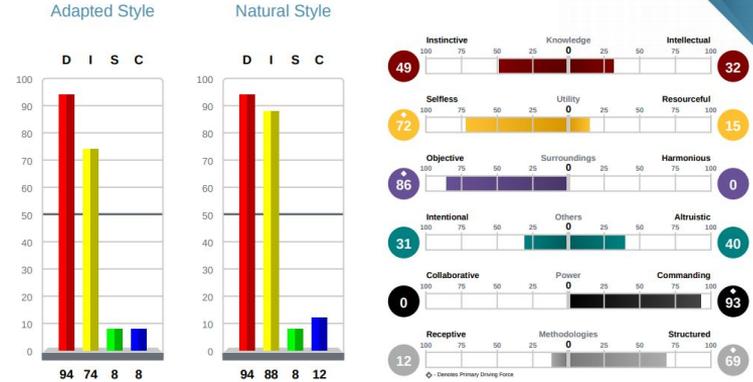
5. SOCIAL REGULATION - The ability to influence the emotional clarity of others through a proficiency in managing relationships and building networks.



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When combined with other aspects of talent we can get a very deep understanding of the individuals on our team.

Trigraph



And our Team Culture

Behavioral Characteristics	Team Avg.	S. Sample	M. Sample	S. Sample	S. Sample	Mean				
Interaction	79	100	100	30	80	100	90	40	90	60
Versatile	68	75	90	30	75	90	65	50	65	54
People-Oriented	68	65	60	60	70	60	95	40	95	65
Frequent Change	67	68	82	30	82	95	68	55	58	52
Customer-Oriented	63	77	53	58	50	43	87	42	97	64
Competitive	60	40	75	40	85	90	50	70	30	49
Urgency	56	36	74	26	85	100	31	75	23	43
Persistence	48	40	35	87	38	25	43	62	50	61
Consistent	46	50	28	88	25	12	45	58	58	61
Following Policy	45	40	30	82	32	20	42	62	52	60
Organized Workplace	35	20	20	90	20	18	10	80	20	51
Analysis	34	20	20	90	25	10	10	77	20	53

Two or more standard deviations below the mean

One standard deviation below the mean

One standard deviation above the mean

Two or more standard deviations above the mean

Next Steps

- Free eBook: [10 Ways to Increase Your Emotional Intelligence](#)
- Take a free assessment: <https://www.ttisurvey.com/368703|FR>

Our Services

- Leadership Transformation
- Team Alignment
- Organizational Integration

About Kutsko Consulting

Loren Kutsko and his wife, Lauren Marie started Kutsko Consulting in response to the needs of leaders to lead and manage their teams to the highest possible effectiveness. They believe humble leaders who find inner rest can revitalize the workplace.

Kutsko Consulting offers a broad array of assessments including Emotional Intelligence, DISC, Competencies, soft skills, motivations, and more. They offer surveys to measure employee engagement, organizational stress and team culture and advisory services to address the most critical people-related challenges their clients are facing.