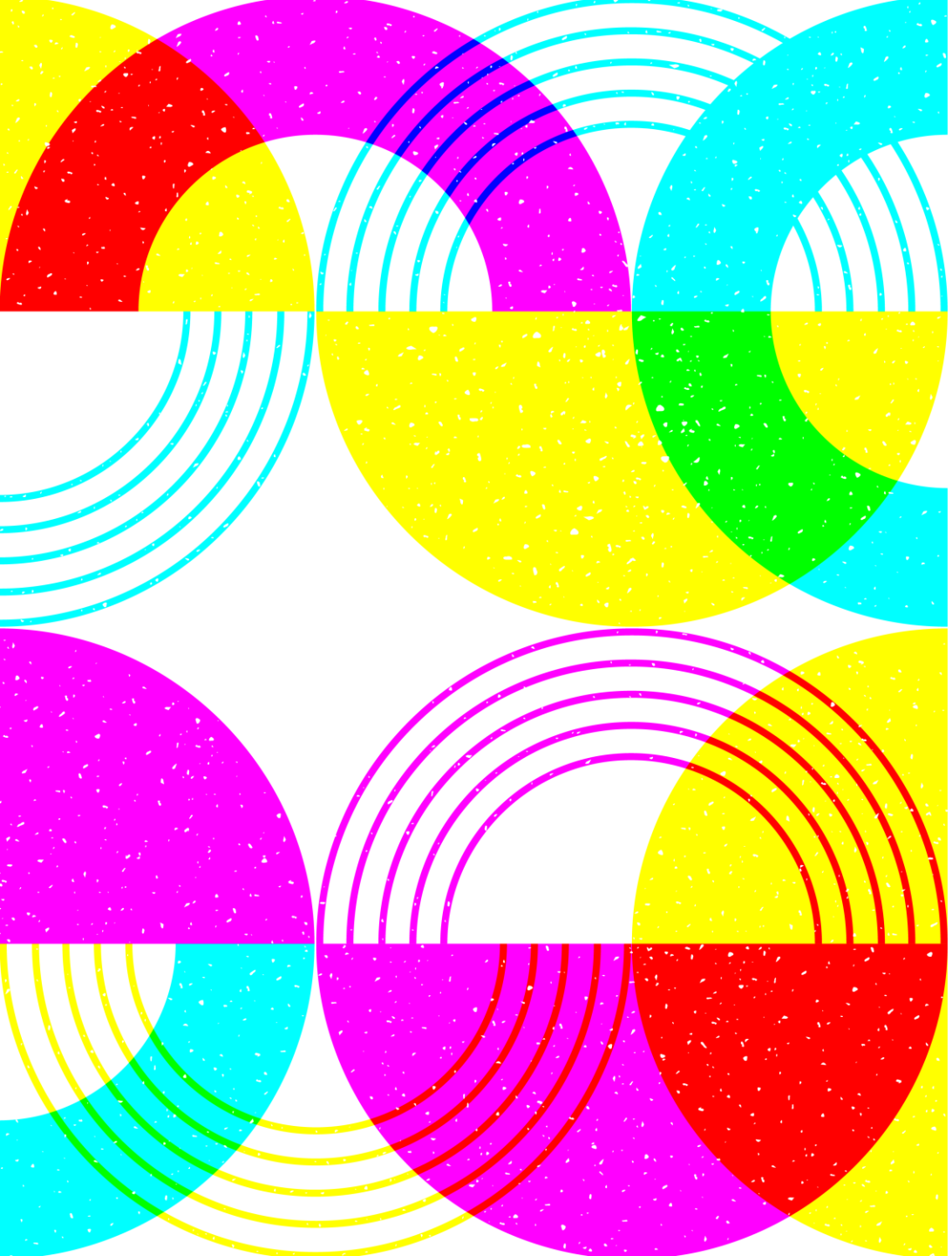


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Strengthening Relationships through Emotional Intelligence

Tim Casey

Agenda for Part 1

- Defining EQ
- Self-Awareness Workshop
- Key take aways
- Managing ourselves
- Building better habits moving forward

Defining Emotional Intelligence (EQ)

- **Slide information**
  - Feel free to use any of the above header styles if you want/don't want color ☺

- **Slide information**
  1. Number list
  2. Number list

Leading from the Inside Out: Self Awareness and Self Management

- EQ makes up 1/3 of who we are but is trainable
- Why EQ matters more than EQ for leadership effectiveness
- Quick engagement:
  - Wat emotions do you experience most often during the school day?

Area 1 – Self-Awareness

- Recognizing emotions as they happen
- Understanding triggers, patterns and emotional blind spots
- The connections between emotions and behavior

Activity: Self-Awareness Trigger Mapping

- Identify:
  - Common leadership triggers
  - Emotional Response
  - Typical Reaction
  - Impact on staff/students

Key Takeaway

- You can’t manage what you don’t notice
  - EQ is training your brain to notice everything and learning from it

Area 2 – Self-Management

- Managing emotional reactions after awareness
- Choosing responses instead of default reactions
- Maintaining credibility, calm and consistency

Self Management Key Skills

- Hitting the emotional pause button
- Reframing negative thoughts
- Stress regulation strategies

Activity: Self-Management Pausing

- Real school scenarios (angry parent email, resistant staff meeting, student incident etc)
- Practice:
  - Pausing
  - Naming emotion
  - Choosing a productive response

Key Takeaway

- In the moment can I focus on determining, “what is the outcome I want?”

Closing out Part 1

- What is one EQ habit to practice this week?
- What is one trigger you want to manage differently, going forward?

Agenda for Part 2

- **Leading through others: Social Awareness and Relationship Management**
- Key take aways
- Living an EQ mindset going forward

Area 3 – Social Awareness

- Reading emotional cues (verbal and non-verbal)
- Understanding perspectives, needs and unspoken concerns

Emotional Moments vs. Patterns

- Individual emotions are moments
- Emotional climate is the pattern those moments create over time

Individual Emotions

- Temporary emotional states
- Experienced by a single person
- Fluctuate throughout the day
- Influenced by personal events and immediate situations

Typical examples

- A teachers feels frustrated after a tough class
- A student feels anxious before a test
- A principal feels defensive after a critical email
  - Normal
  - Human
  - Short-term

Emotional Climate

- The collective emotional tone of a group or environment
- Built over time through repeated interactions
- Strongly influenced by leadership behavior
- Impacts motivation, trust and performance

Typical examples

- “People don’t feel safe speaking up here.”
- “This building feels heavy.”
- “We’re constantly on edge.”
- “There’s a sense of trust and calm – even when things are hard.”
  - Persistent
  - Contagious
  - Predictive of outcomes

Activity: Social Awareness

- Let’s talk about common emotional climates and challenges in our schools
  - How do leaders use tone, body language and energy?
  - How can stress at the top become tension throughout the building?

Key Takeaway

- Leaders don’t just manage people – they shape the emotional climate of a building

Area 4 – Relationship Management

- Using awareness to manage interactions effectively
- Building trust, handling conflict and influencing outcomes
- High-EQ communication during difficult conversations

Critical Skills for Educators

- Empathetic Listening
- Intentional listening to understand – not listening to respond

Activity: Relationship Management

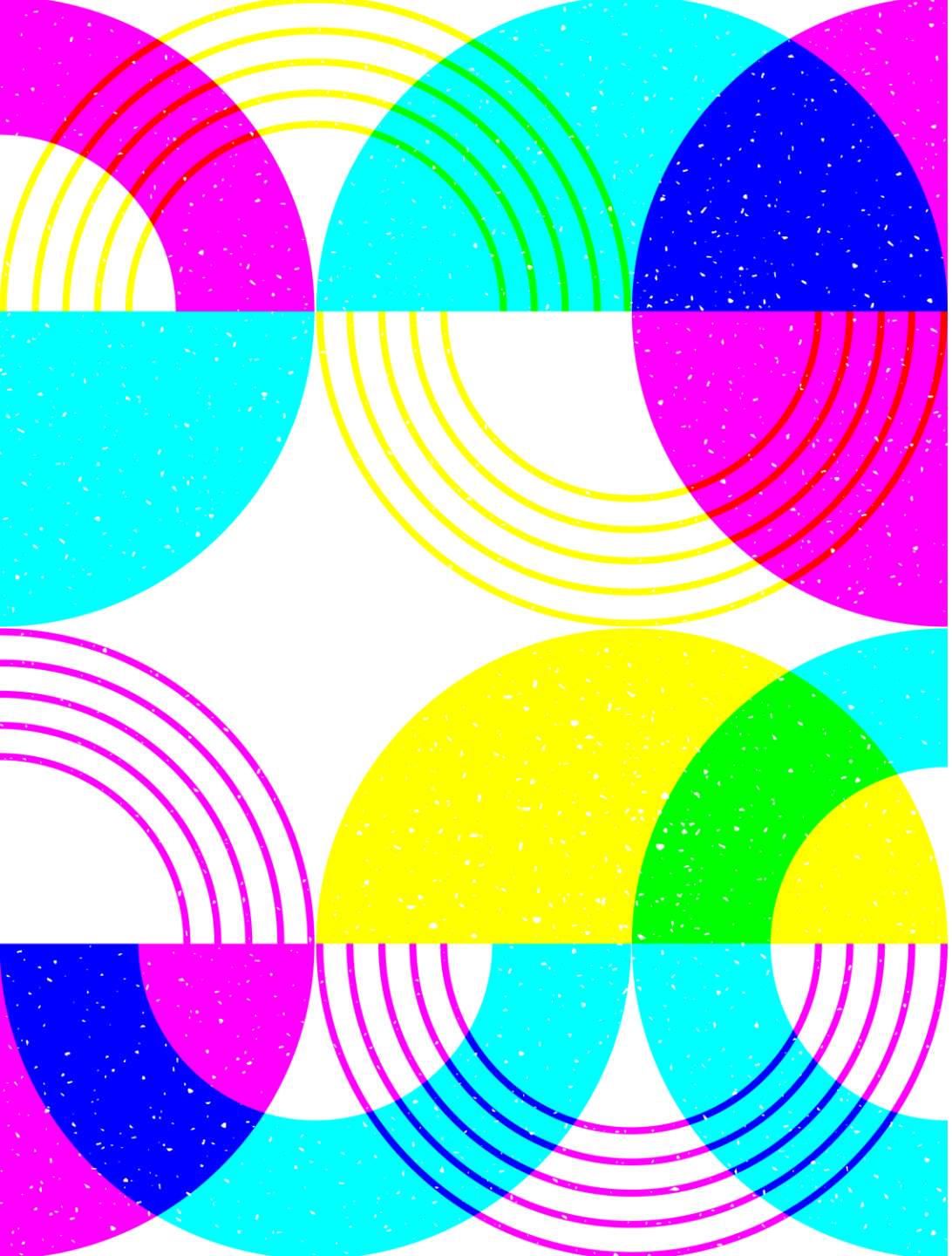
- Story telling – How did you:
  - Listen without fixing
  - Acknowledge emotion
  - Clarify needs
  - Respond intentionally

Using EQ as a Leadership multiplier

- Reflection
  - Which area of the four, is your strongest?
  - Which will make the biggest difference in your role?
  - One area you want to improve?
  - One conversation you'll approach differently

Key Takeaways

- EQ is not “soft” – it’s how leadership actually works
- Encourage continued practice and development
- Talk. Talk. Talk.
  - What mattered to Staff in September, may not matter to them in February



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thank you!