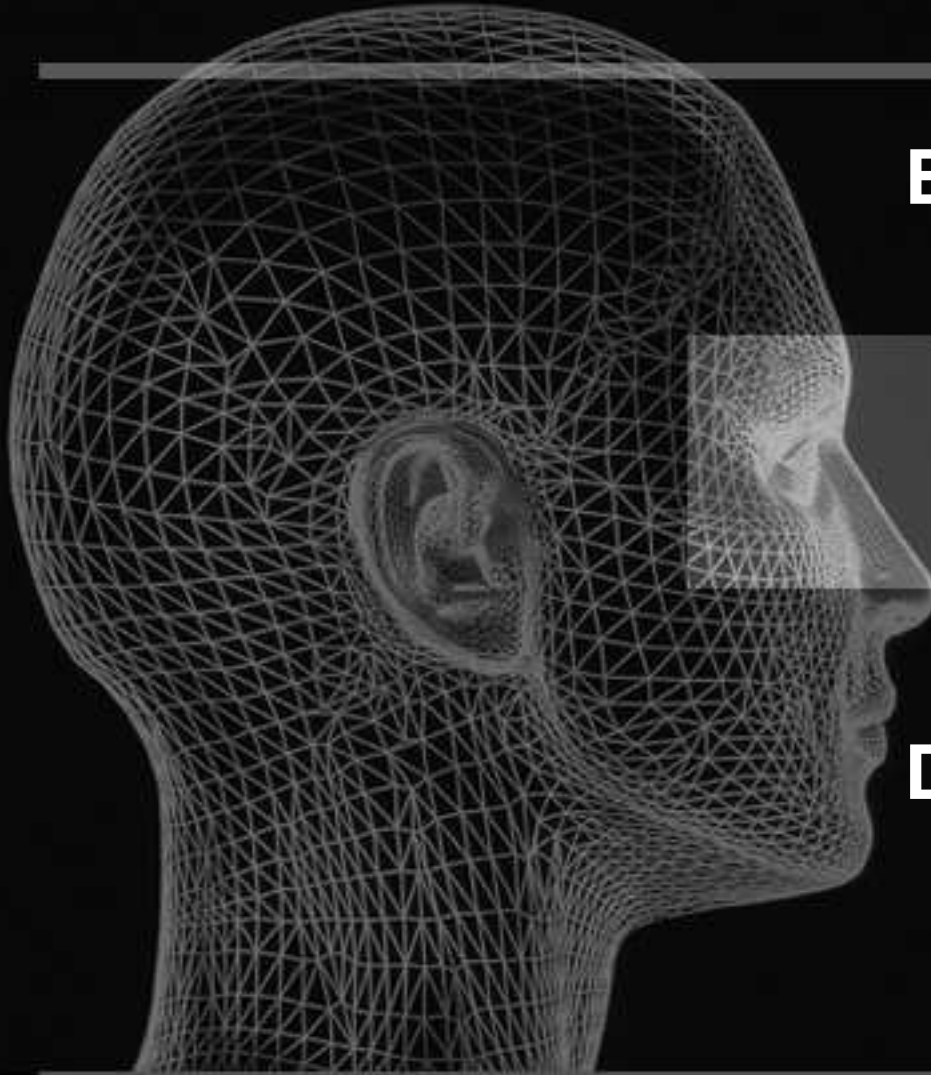




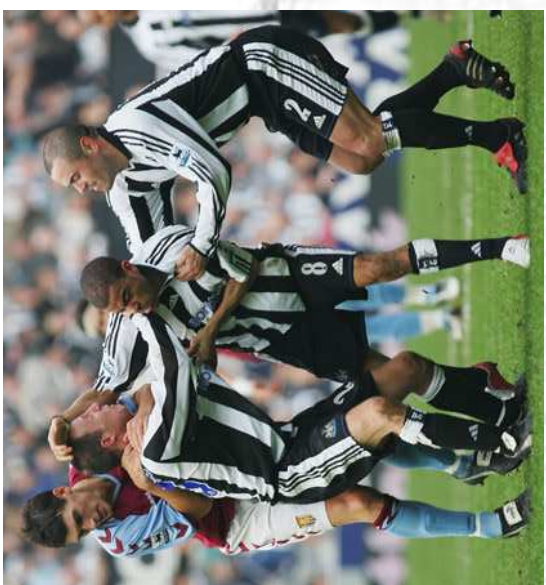
# Emotional Intelligence



**Dr. Chris Shambrook**









# impact

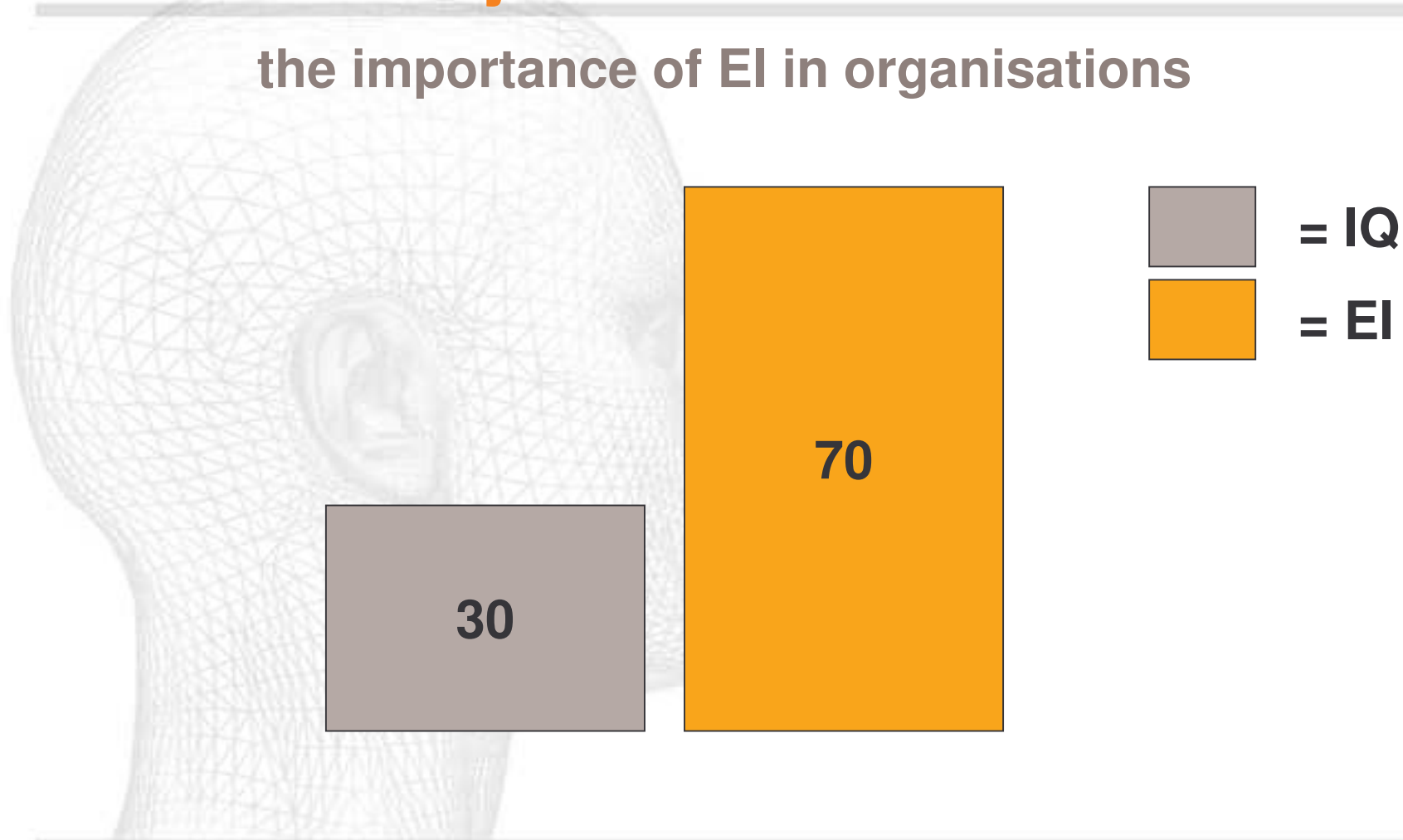


	Immediate	Ongoing	Immediate	Ongoing
SELF				
OTHERS				



# IQ vs EI – all jobs

the importance of EI in organisations

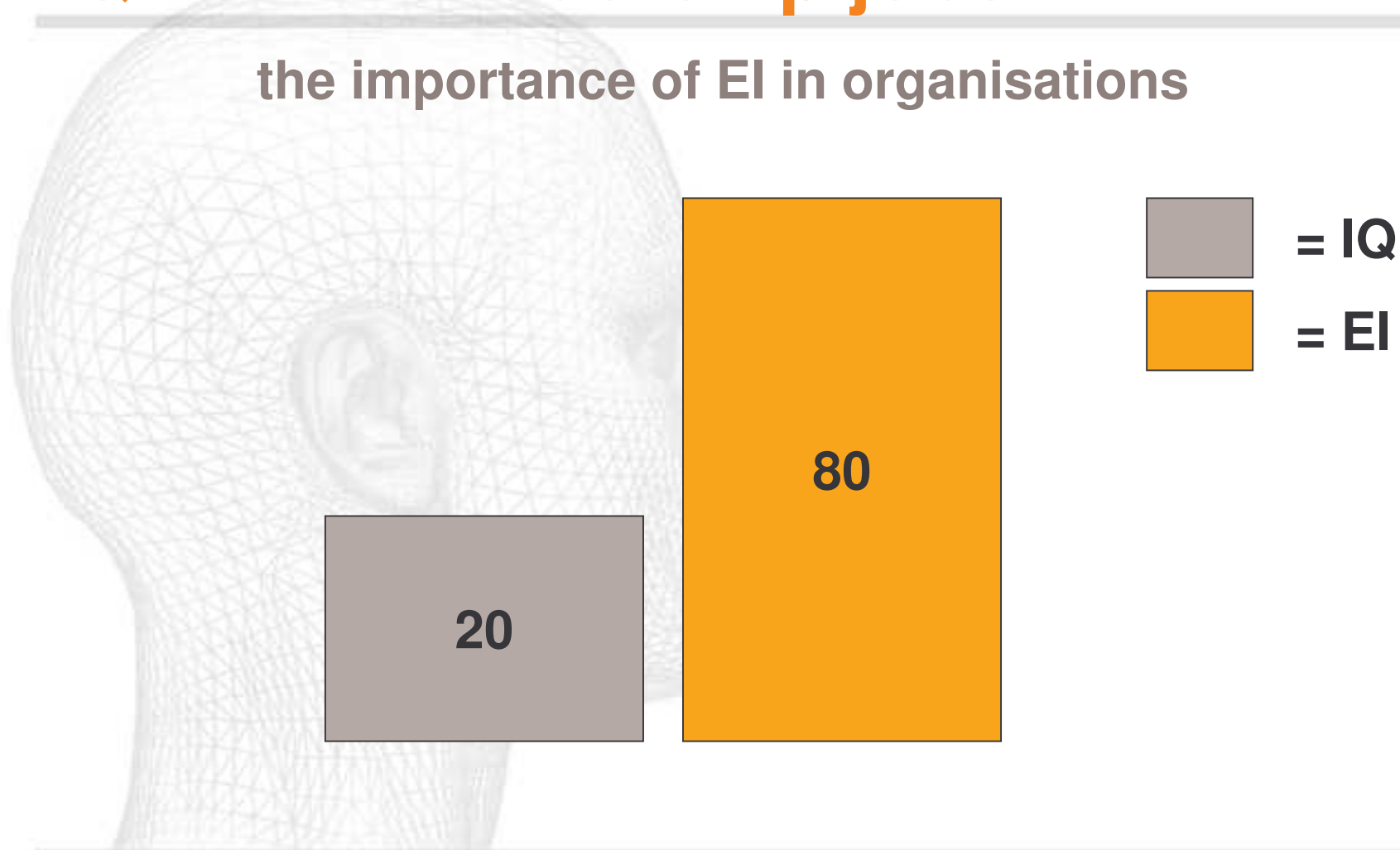


Source: Daniel Goleman (EI research centre)



# IQ vs EI – leadership jobs

the importance of EI in organisations

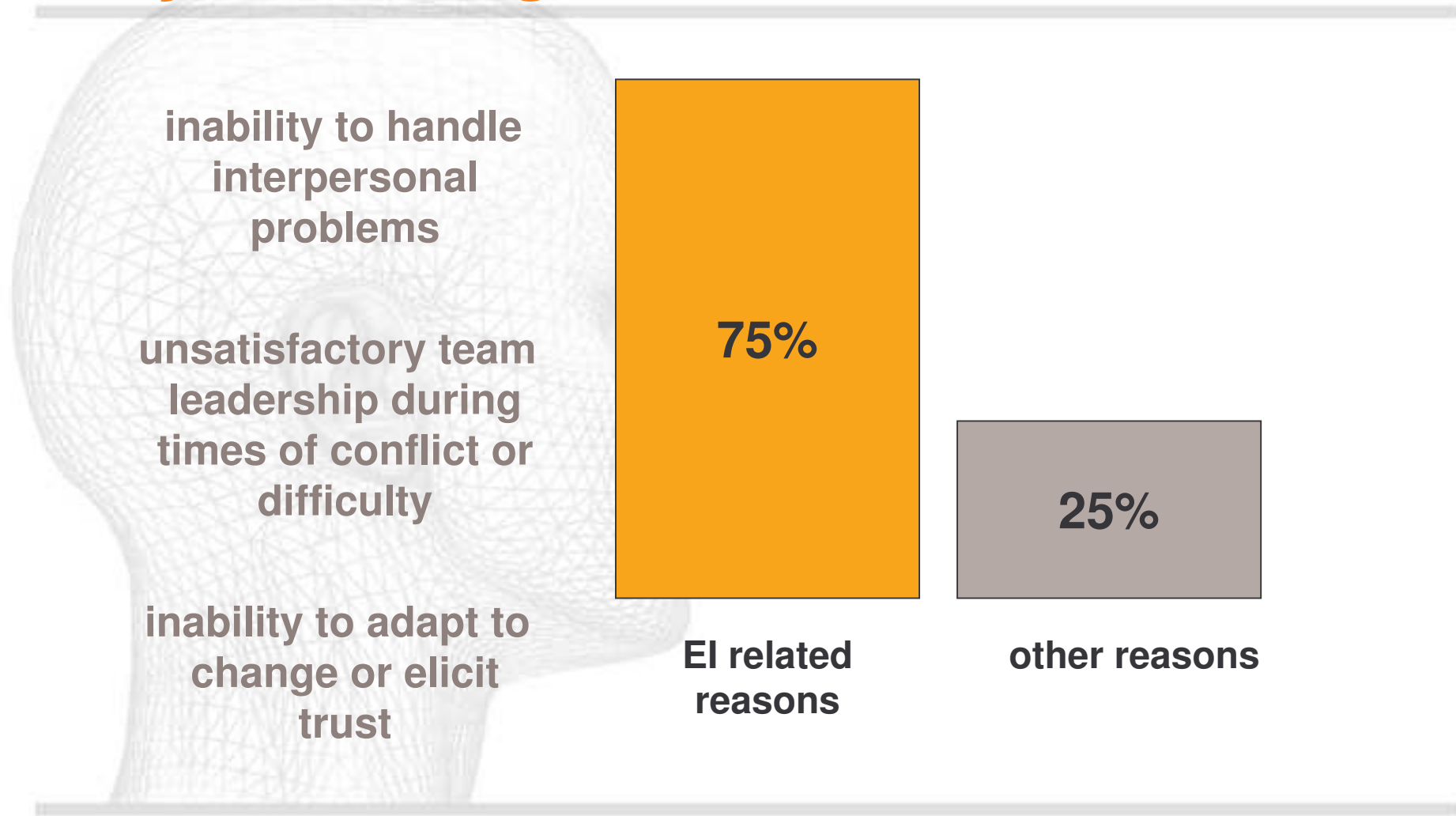


Source: Daniel Goleman (EI research centre)





# why careers get derailed



Source: Daniel Goleman (EI research centre)



# emotional intelligence

---



<b>self-awareness</b>	<b>awareness of others</b>
<b>self-regulation</b>	<b>management of others</b>



## boat speed!

---

- physical/technical/biomechanical/tactical exhausted
  - focus on EI
  - will EI unlock more potential within core elements?
  - value of explicit EI work vs implicit consideration through good coaching
-



## getting on the same page

---

being emotionally intelligent involves...

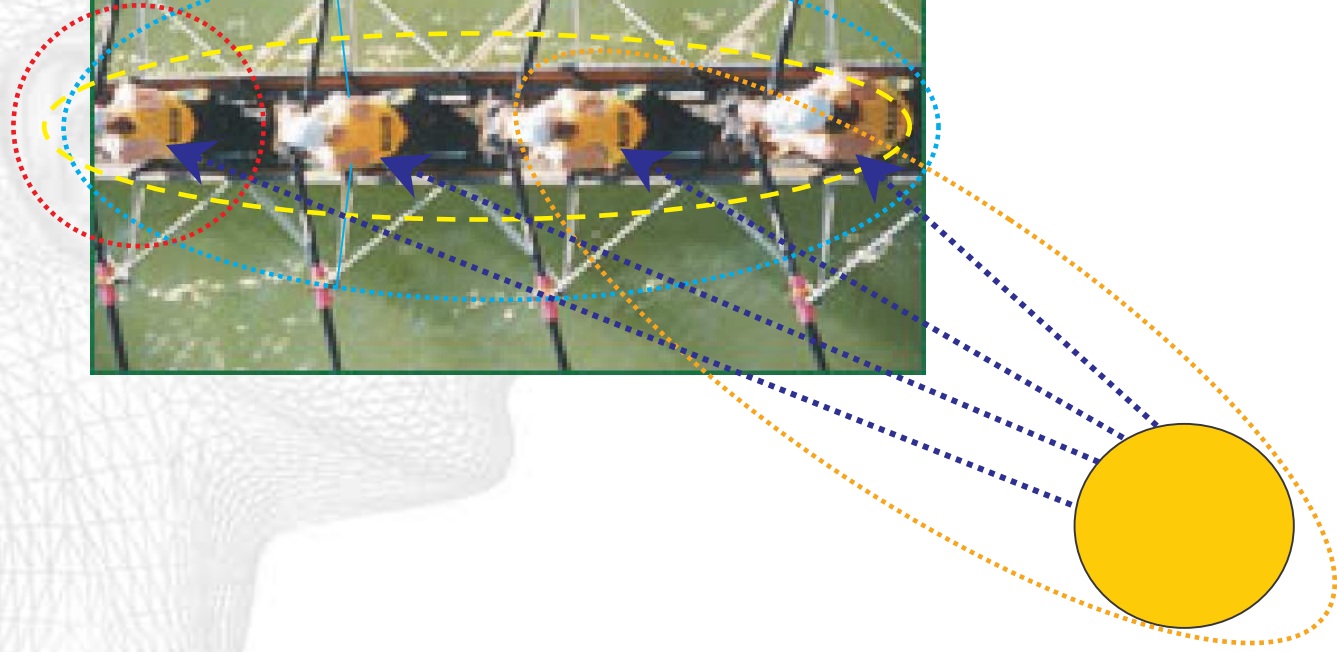
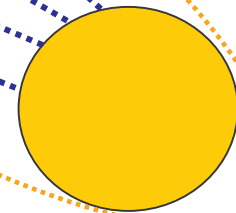
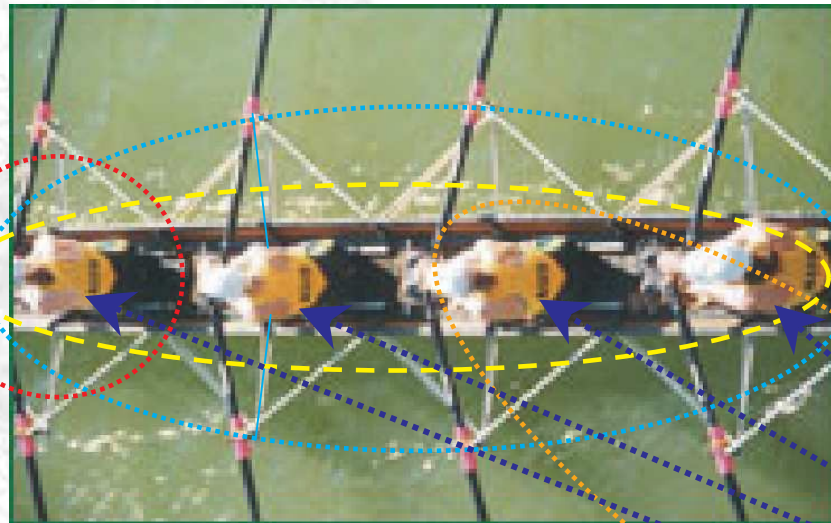
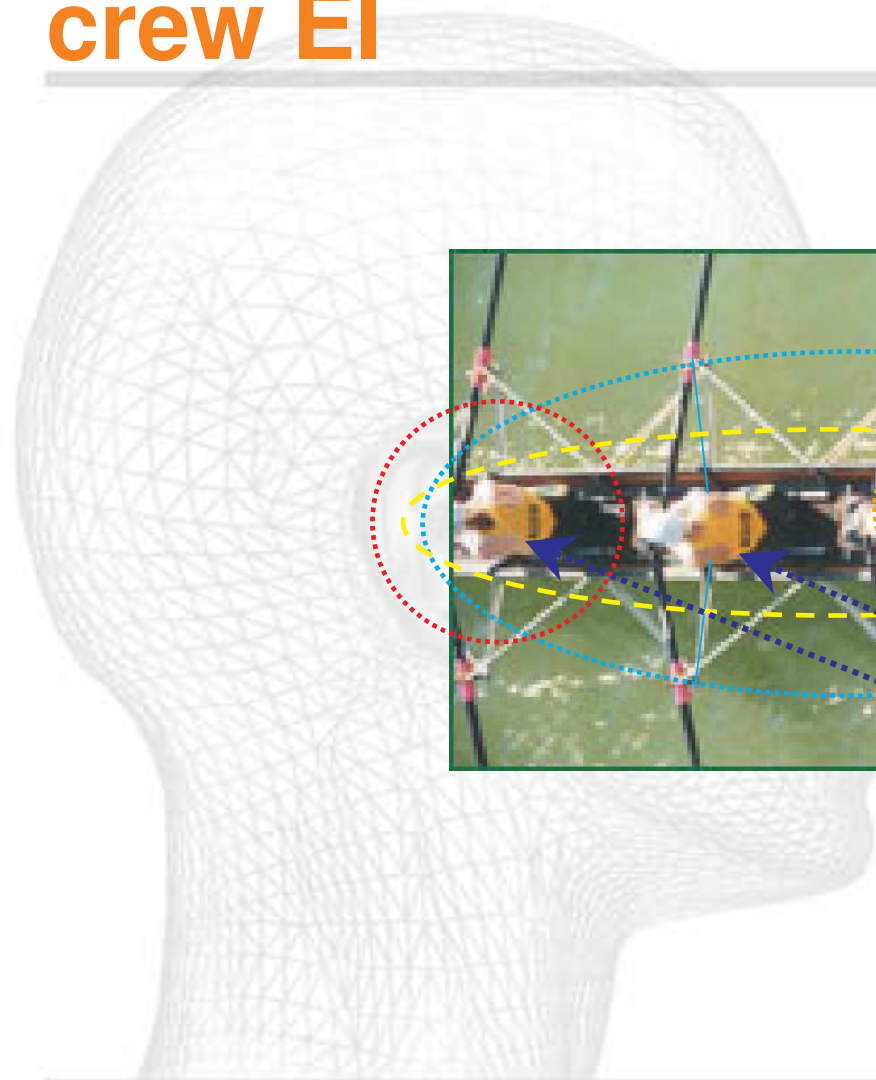
- noticing feelings
- paying attention to them
- recognising their importance
- using your thoughts about them to make decisions about how to respond

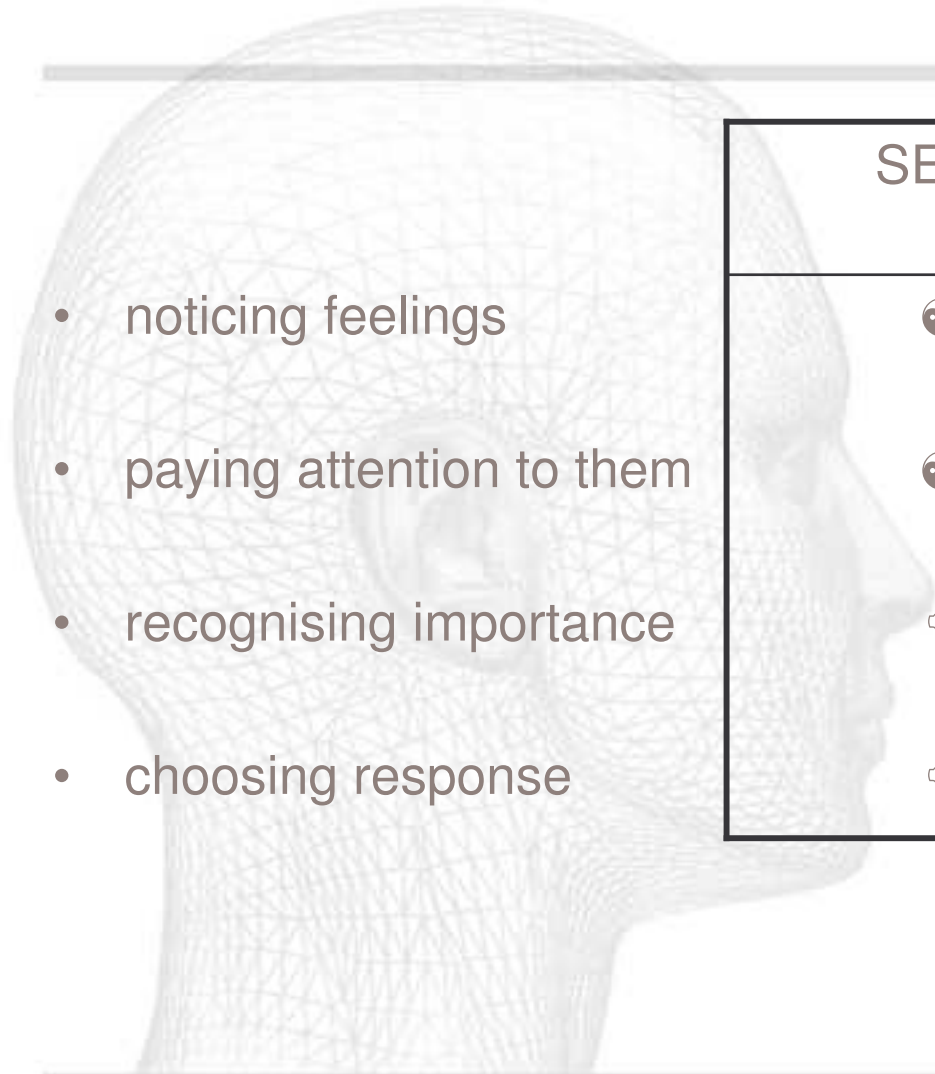
***this applies to your own feelings and those of others***

---



# crew EI





- noticing feelings
- paying attention to them
- recognising importance
- choosing response

	SELF	OTHERS
	☯	☯
	☯	👎
	👎	👎
	👎	👎



## self-management recipe

---

- mood management
  - self-motivation
  - using intuition
  - dealing with setbacks
  - managing energy – peaking for a performance
  - switching on and off
  - performance on key mental skills
-



# management of relationships

---

- motivating others (or not demotivating them!)
  - leading others
  - coaching others
  - collaboration
  - confrontation
  - facilitating relationships between others
-





## your ei and athlete ei

---

how much ei do you have between you?

what development needs do you have?

what development needs do your athletes have?

will it directly... or indirectly make you a faster crew?

will it have impact in training or racing or both?

---



## what ei rates

---

- emotional resilience
  - personal power
  - goal directedness
  - flexibility
  - personal openness and connectedness
  - invitation to trust
-



## “other” ratings

---

- trust (mistrustful – carefully trusting – over trusting)
  - balanced outlook (pessimistic – realistically optimistic – over optimistic)
  - emotional expression and control  
(under controlled – free and in charge – over controlled)
  - conflict handling (passive – assertive – aggressive)
  - interdependence (dependent – interdependent – independent)
-



## how would you be rated?

---

who would rate you?

how well would your own ratings match up to how others actually see you?

what is the EI benefit of actually asking to be rated?

would you be rated differently by different people?

would athletes rating you be a risk worth taking?

---



## enhancing ei

---

- can ei be developed?
  - if so, what benefit are you going to get from it
  - some examples...
  - how do you ensure maximum personal power for your athletes?
  - how would you improve flexibility?
  - what would you do to improve someone who is too independent?
-



## so what?

---

can using EI make a difference to you as a coach?

would a more emotionally intelligent crew be a faster crew?

how can you build EI development into a training programme?

---