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## Social emotional learning and emotional intelligence

emotional health Why does emotional health in the workplace matter? What we need most emotionally (EQ) is where it is least likely: at work. The workplace remains the last bastion of IA worship, as many people still believe that getting personal interferes with productivity. At work, you don't have the bonds of love to motivate you to get along with people other than at home. You don't have the advantage of a shared history that helps you understand what moves those around you. That's why it's even more important that you have a way of tuning in to what your jobs need here, right now. You already have this facility – it's the active awareness and empathy that flows from it. Using these elements of EQ can help you achieve success and solve problems at work. Office politics, moral problems and lack of cooperation do not have to ruin working life if you can read and respond to people's feelings. The four elements of emotional intelligenceEmotional intelligence consists of four elements: self-knowledge, self-management, social awareness and relationship management. How well do you know all these resources? EQ in action Self-awareness: the ability to recognize your emotions and their impact while using intestinal emotions to guide your decisions. Can you walk into a room, meet a stranger, attend a meeting and quickly sense that something isn't what it looks like? Previously known as intuition, instinctive information is based on emotional information. Self-government: the ability to control emotions and behaviors and adapt to changing circumstances. Can you harness your anger, disappointment or fear enough so that your emotions don't interfere with your ability to listen to or solve problems? Do you know when you need help, and can you ask for it? Social awareness: the ability to sense, understand and react to other people's emotions and feel comfortable socially Can you tell when you inadvertently make another person uncomfortable or when someone smiling is really upset? Relationship management: the ability to inspire, influence, connect with others, and manage conflicts. Can you stay calm, energetic and focused in the face of another need or during a shocking situation? Can you break the conflict with humor or by convincingly listening to someone else's point of view? Keep in mind that we all share the same feelings Many organizations are crippled by people who devote more time to protecting themselves from real and imagined threats than working. When fear reigns, productive hours are lost in attempts to hold the upper hand, dodge the boss's anger or compete for position. The undeniable fact that some people have more power than others in any organization doesn't have to overwhelm you with fear as long as you remember that we all have the same feelings. Does your manager act harshly for fear that compassion means weak? Are your employees a no-goer because they, as depressed as you would be if no one appreciated their work? Will the person in the next office snap at you because he's as worried about rumored layoffs as you are? When you remember that we are all peers on an emotional level, it is easier to approach the boss, ask the employee to give a little more or understand that the irritability of a coworker is nothing personal. Emotions are great equalizers among people; Use them to tie you together instead of tearing you apart. Foster teamwork, collaboration and empathy Psychologists have known for years that people working together are more efficient and productive than the same number of individuals working separately. Empathy encourages us all to work together. If you are an employee... Workers can prevent the formation of a toxic every person-to-themselves atmosphere by expanding empathetic offers to help, staying vigilant about opportunities to bend when something is more important to someone else than to themselves, and simply by showing interest in each other's work and life. Avoid gossip and clicks. Both create excitement and mistrust, lower morale and reduce productivity. If you're the boss... Make it worthwhile for your staff to trust and help each other. Offer bonuses or other incentives to the group instead of individual achievements. For example, you can have TGIF lunches and periodic morning bagel parties – sometimes without you – so that your group is free to create a common hold on the boss. Set up a mentor program to match new employees with those with the highest senior life. Use your slashing emotional powers to make up for one person's weaknesses with the strengths of the other, and soon they will all draw each other to new heights. Trust your intuitive feelings Our emotions come to us before our thoughts, but we have learned to trust our intuition in the workplace. As many smart investors, marketers and designers testify, stock market killings, media attacks and new product development often depend on hunches. There is not always time for systematic data collection. There's not always a need either. Your hunch is a product of instantly collected and sorted emotional information that tells you what matters most to you in any situation, which can be wrong based on your past experience and when something isn't what it seems. Considering them doesn't take as crazy a risk as IQ minions would have you believe. It's often the smartest and most responsible move you can make. You may get a lot of resistance, but stand firm and follow your hunches. Without them, you lose the ability to shift gears, seize opportunities and respond to emergencies. The use of emotional radiation as a good employee Or those who control other people is usually supervised by someone else, so anyone can follow the following advice. Being a good employee is mostly what you were hired to do, at the same time You maintain your own integrity. Your honesty. If you're like most of us, it's also about getting ahead. Here are some ways to do it: When there's a problem, speak out. It would be great if we all had high EQ bosses, but even the most empathetic boss doesn't hesitate or guess how you feel. Strong, physical pangs that don't disappear will tell you when you shouldn't be silent. Know what you want from the job. If you don't know what you want, you can't ask for it. What is most important to you at this point in your life, and how do you expect this job to meet these needs? Know how well you perform day in and day out. The most depressing work event is getting fired without knowing it's coming. Layoffs aside, it hardly ever has to be that way. If you keep your mental strength sharp and know that your work improves your well-being, you are likely to do well and do what is right for you. As long as you stay empathetic enough to know that it's right for your boss and organization as well, you should never be surprised. Know what your boss thinks is important. This isn't always important. Anttune to anything that expresses emotions – what the boss does vs. says where the boss's own fears seem to lie, how the boss treats other people – to get an idea of how to handle the boss's needs at work. With empathy, you'll feel an echo of your boss's feelings as long as you pay attention. Using emotional radiation as a good colleague As a good colleague, it is largely to promote workplace morale and team spirit. It may seem better to stick to yourself and just get your job done, but people who try to do this because of it often find that the interests of both them and the organization suffer as a result. Unfortunately, fostering good relations with other workers can be a challenge. Not everyone considers you a comrade, and in turn you don't feel open and confident with everyone you work with. Your intuition against people is important in such cases. Here are a few ways to do it to your advantage: Don't make assumptions about those you work with. Prejudices and prejudices are easy to project into your workplace. You may not need to get to know your coworkers as well as your boss or employees, but you will never learn anything from them if you start assume that stereotypes such as recent college studies are always arrogant or almost retired are stodgy; that emotions and men can manipulate women through data. Let your emotions show you what's unique about everyone. Don't expect anyone to communicate 100% honesty. Some people seem unable to speak directly at work. They are afraid, too polite, too careful and rarely say what they mean or mean what they say. You can wait until you've been burned several times to figure it out, or you can pay special attention to what your body tells you and less to what they say. Trust your intuition about people, especially vigilant for people who might think you're a competitor. Be ready to draw a line. There's a limit to how close you want to be with a coworker, but that doesn't mean you don't form or shouldn't form friendships at work. If you share the values and goals of your organization and its other employees, there's a good chance you'll find friends there. However, stick to your own feelings so that you know when you want to be an acquaintance, not a close friend. Don't let mental blackmail or office politics pressure you into relationships you don't want. If you feel uneasy with a relationship, trust your hunch and back off. If a labor dispute arises with someone who is now a close friend, you can share the intensity of your own emotions and empathetic feelings where the priorities are. Offer help; Don't expect people to ask. Your generosity not only promotes office camaraderie and morality, but your sensitivity to the needs of others will gain you their future support and loyalty. Don't take it personally. Remember that everyone has an agenda, a personal life and a unique style of interaction. You don't have to take anyone's behavior personally. Let your coworker's behavior bring out your empathy, not your sympathy. You can understand what they can become without emotional memory consuming them or taking responsibility for their anxiety. Using emotional intelligence to be a great boss You like it or not (and many in surveillance roles don't), if your job involves managing other people, they'll think you're their fearless leader. This means that even though they've grown their EQs, they want you to start the action, inspire communication, and determine the style and pace of daily activity. Here's how to meet their expectations to make them match yours:Anticipate people's problems. Use your empathy to know your employees and how they relate to each other. With it, you understand what motivates individuals, what relationships have formed, and even the separate personality of an organization or department. Will your department's rising stats begin to fall now that the mentor has retired? Does reorganization remove critical support systems? Is translating the project to a consultant a relief or an insult to your staff? The more you know how your employees feel, the less often your own actions inadvertently wreak havoc or wear. Speak first. Even if you've created a safe and open atmosphere for communication, some people are always afraid of the boss and don't bring up the problem until it's imposed on heavy tolling. That's why it's so important to talk honestly with your staff about any issues or changes and invite comments. If you feel dissatisfied with one or more employees, try to bring up the topic in a way that alleviates their insecurities – respect their privacy if they still refuse to speak. Make That you're always ready. Ready, to heal himself. We rejuvenate our world of work by looking for strengths in others. A working person has hidden abilities that can be used for everyone's benefit. Nothing builds morale better than marking the value of others. Tell your employees that you are open to their outreach as far as they can, and they are likely to aim higher. Just offer me as much as you're going to give. Don't invite a comment if you're not going to listen with all your heart. Never keep the promise of rewards if you can't deliver. Don't take a brainstorming session and tell your staff how brilliant their ideas are if you're never going to use any of them. People recognise empty promises when they hear it and do not work hard for those who do not. Flexibility and adaptability of the model. If you want your employees to be creative self-starters who work to their potential, show them that proactive problem solving is more important than sticking to rigid plans and rules. Can you delete a plan that doesn't work without worrying about what it makes you look like? Can you react quickly to problem reports from your employees? Can you regroup and restrategize without acting? Cultivate workers, don't spoil them. Despite what some managers believe, you can listen to your employees and show concern for their feelings without babying them. Remember that empathy is different from sympathy, and you need to stay tuned to your own emotions when trying to understand their feelings. With high EQ, you can cut off heartfelt speeches before it becomes unproductive and interferes with your own goals without offending your employee. You can praise people for a well-done job without fear that it will lead to a relaxed work effort. You can balance the lottery of your employees with the need to achieve your goals. Your emotional acceptance is deterring you from someone. Jeanne Segal, Ph.D. One in four men struggles with mental health at some point in their lives. And with the coronavirus pandemic and the turbulent economy, many are in crisis right now. More than ever, people need a reliable place where they can turn to guidance and hope. That's our mission at HelpGuide. Our free online resources ensure that everyone can get the help they need when they need it – no matter what health insurance they have, where they live, or what they can afford. But as a nonprofit that doesn't run ads or accept corporate sponsorship, we need your help. If you're not, consider helping us reach those who need it. Donate today for as little as \$3.Last updated: May 2020 2020

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