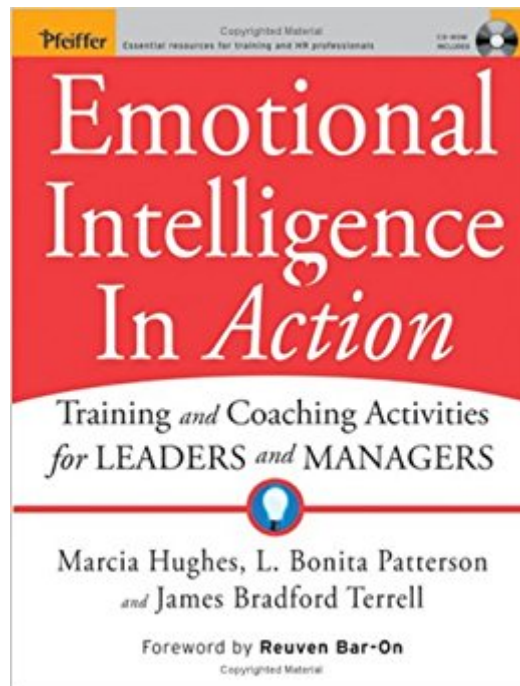


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# Emotional Intelligence In Action: Training And Coaching Activities For Leaders And Managers



## Synopsis

Emotional Intelligence in Action shows how to tap the power of EI through forty-six exercises that can be used to build effective emotional skills and create real change. The workouts are designed to align with the four leading emotional intelligence measuresâ€”EQ-I or EQ-360, ECI 360, MSCEIT, and EQ Map, â€”or can be used independently or as part of a wider leadership and management development program. All of the book's forty-six exercises offer experiential learning scenarios that have been proven to enhance emotional intelligence competencies.

## Book Information

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## Customer Reviews

Trainers, coaches, facilitators, HR practitioners and managers will find this a first-rate guide and tool box for developing the competencies in people that constitute emotional intelligence. The book is divided into three major sections. Part I explains the rationale for developing emotional intelligence (EI) and highlights four key EI measures. Part II explores the 15 competencies of emotional intelligence. Part III presents 3 to 4 experiential learning exercises (workouts) for each of the competencies; this is the major section of the book. This is an outstanding resource for anyone involved in management development. Very highly recommended.

I have had the pleasure of being certified in the Bar-On EQi assessment by the authors. At that time in 2003, they were working on this book - a book for trainers, managers, leaders, consultants and...well, anyone who cares to improve their emotional and social intelligence skills. They nailed it

with this book! I used this book with my clients and my students the FIRST WEEK I had this book in my hands. Oh, sure - I had read other EQ books and resources, but most were so high brow and academic that they confused more than helped. With some I had to read the pages several times to ensure I understood it. Still not sure I did...but THIS BOOK?...never had that problem. Marcia, Bonita and James break the complex down into the basics and make it so anyone can pick up this book and use it. While I believe leaders, managers, trainers, and consultants will find it the most helpful, anyone can benefit from applying and committing to the skill building this book provides. I have already bought a couple of these as gifts...and the gift receiver was thrilled. This book filled a HUGE void in the literature that has now been filled. Buy it, and feel good about that decision!

I've provided training in corporations on a number of topics for years. As I was seeking the "right" resource for teaching emotional intelligence, I've encountered many books on the topic but none that was really helpful for easy training purposes. Emotional Intelligence In Action is absolutely one of the very best manuals for training I've encountered for any topic. It is extremely user friendly in its organization, complete with information about level of expertise the trainer should have, how long the unit would take to present, and a plethora of very useful activities. This book practically writes your training for you. In addition to this book, I'd like to recommend Marcia Hughes' and James Terrell's company, Collaborative Growth LLC, for its training and certification for professionals. They provide excellent training on emotional intelligence as well as certification for tests such as the Bar-On EQI in its various forms. They are warm, friendly individuals and their trainings are highly personal. Check them out as well as their wonderful resource book.

For about a hundred years we have been measuring intelligence by using standardized tests. At the same time, it was clear that intelligence alone is not a guaranteed measure of how well an individual will do. (The standardized tests that the military uses is statistically well proven to be the best indicator of success in the military.) An indication of the failure of intelligence testing alone is the high percentage of the members of Mensa (the high intelligence club) that are in prison. In the past 20 years or so the concept of Emotional Intelligence (EI) has been researched at the National Institute of Mental Health and others. It has become established as a measure of successful leadership. This book fills several needs. First as an introduction to the overall concept. Second it describes the four most common emotional intelligence models and how they relate to each other. Part two of the book covers the fifteen competencies of EI. The third part of the book features forty-six exercises to help build effective emotional skills. These can be used either by individuals for

themselves or in formal training situations.

I've had the pleasure of being certified in the EQ 360 by Marcia and James and this practical book is infused with their sensitivity and expertise. I bought and was using Emotional Intelligence in Action before my certification. The book is comprehensive and offers a variety of training applications that are highly practical, yet designed to create significant personal and group insight. They also make wonderful suggestions about films to use as part of training. This book will hold a prominent and permanent place on my shelf of valued references.

This book is organized by the fifteen EQ skill areas. Each has a set of exercises that can be used with individuals, groups, and teams that are seeking to more fully understand each of the skill areas and how they apply to relationships and to work environments. Excellent resource tool for trainers, facilitators, and EQ coaches - from beginner to advanced facilitator skill level. Easy to use, interpret, and integrate with other forms of EQ coaching.

I found this book to be very useful in the understanding EQ, its competencies and exercises for each competency to improve EQ level. As a coach specializing in Leadership and EQ it is a good source for me to help bring focus to my client's needs.

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