



The Global Legal Network
Celebrating 40 Years

GET OUT OF YOUR OWN WAY – USING EMOTIONAL
INTELLIGENCE TO BECOME A PERSONAL &
PROFESSIONAL SUCCESS

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WHAT IS EMOTIONAL INTELLIGENCE (EI)?

- Personal Competence
 - Self-Awareness
 - Self-Management
- Social Competence
 - Social Awareness
 - Relationship Management

WHAT IS EMOTIONAL INTELLIGENCE?

- Panel Case Studies:
 - Managing Poor EI in the Workplace

WHAT IS A BLINDSPOT?

Identify and
Address
Blindspots in
your
Self- Awareness



WHAT IS EMOTIONAL INTELLIGENCE?

- Consider a blindspot you have observed in others.
 - What happens when it is unaddressed?

SPOT THE SYMPTOMS OF UNADDRESSED BLINDSPOTS

Managers and staff become lackluster and pessimistic.

Everyone freely hands out blame.

Productivity and performance drop.

Mistakes and breakdowns are quietly covered up.

People spend more time talking about what is not working than what is working.

No one is accountable.

Cycles of unproductive behavior.

The firm focuses on looking good instead of being effective.

POP UP QUESTION

- How can I develop a structured feedback/accountability system in my work life?
 - A. Always keep my office door open so anyone can come in at anytime to talk
 - B. Ask someone, at least once a year, to tell me what I need to know
 - C. Identify two colleagues who will be honest with me and give them specific permission to speak into my life
 - D. Hope someone will care enough to talk honestly to me

ADDRESS BLINDSPOTS

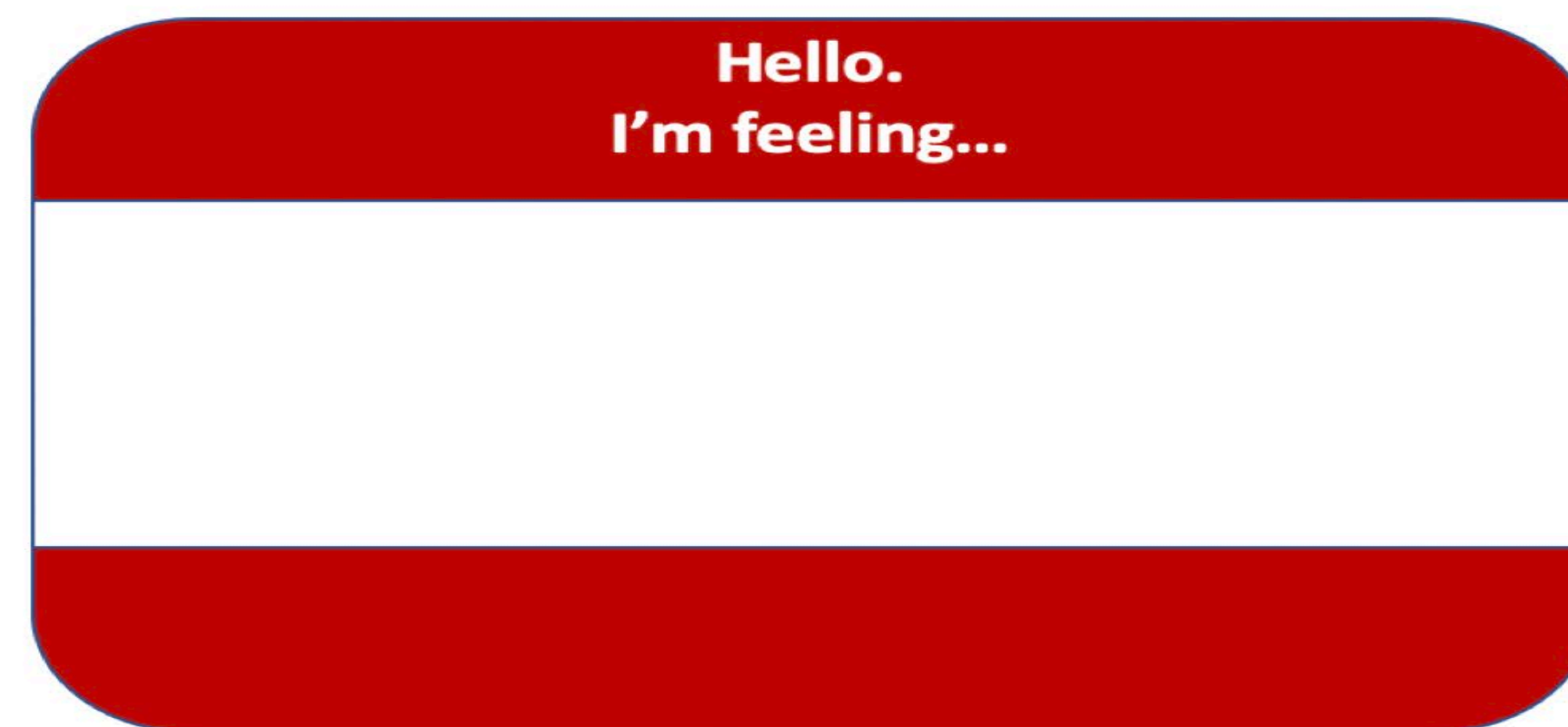
Critical first step – realizing that it's not someone else who needs to change! *The Anatomy of Peace*

Engage in partnership with and support of others

Extensive Self-Evaluation

Bring issues to light and ask for advice, help and accountability.

BUILD YOUR TOOL BOX TO ADDRESS BLINDSPOTS



RESOURCES FOR FURTHER LEARNING

- **A Corporate EI Coach**
- **Immunity to Change: How to Overcome it and Unlock the Potential in Yourself and Your Organization** By Robert Kegan and Lisa Laskow Lahey
- **Leadership and Self-Deception: Getting Out of the Box** By the Arbinger Institute
- **Emotional Intelligence 2.0** By Travis Bradberry and Jean Greaves
- **The Power of Habit: Why We Do What We Do in Life and Business** By Charles Duhigg
- **The Advantage: Why Organizational Health Trumps Everything Else in Business** By Patrick Lencioni

THANK YOU! IF YOU HAVE ANY QUESTIONS,
PLEASE CONTACT ONE OF THE PRESENTERS



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