

Leading Group Projects with Emotional Intelligence

Applying EI to enhance teamwork, manage emotions, and support successful outcomes in university group projects

LCLM5006 | Developing Emotional Intelligence Skills | Level 5



Introduction

Emotional intelligence (EI) is the ability to perceive, understand, manage, and use emotions effectively (Mayer & Salovey, 1997). In group projects, EI enables students to navigate conflict, build trust, and communicate constructively (Goleman, 1995).



A: Emotional Intelligence in Group Dynamics

Emotional Intelligence (EI) helps students:

- Resolve conflicts by recognizing emotional triggers
- Adapt communication to bridge generational gaps
- Exchange feedback without defensiveness
- Foster psychological safety in diverse teams
- Students with higher EI show better collaboration and fewer interpersonal conflicts, as noted by Brackett et al. (2011).

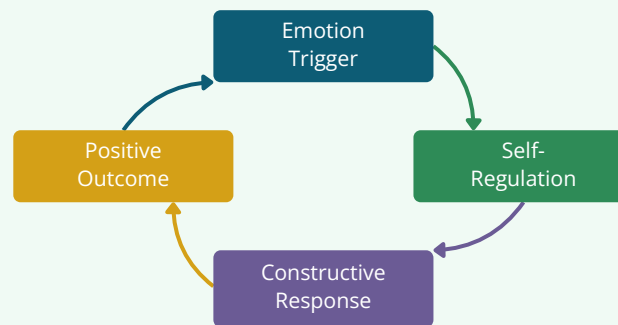


C: Empathy & Communication

Empathetic behaviours that strengthen teams:

- Active listening without interrupting
- Perspective-taking before judging
- Giving constructive, specific feedback
- Acknowledging others' contributions
- Empathy builds trust and reduces miscommunication in diverse groups.

EI Self-Regulation Cycle



B: Self-Regulation & Stress Management



Key strategies for managing emotions:

- Mindfulness: pause and observe before reacting
- Reflective journaling after group sessions
- Reframing negative thoughts constructively
- Setting boundaries to prevent burnout

Key Takeaways & Tips



- Pause before reacting to frustration
- Ask open questions to understand others
- Reflect on your emotional patterns weekly
- Give feedback on behaviour, not personality
- Celebrate team wins to build morale

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References

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- Brackett, M.A., Rivers, S.E. and Salovey, P. (2011) 'Emotional intelligence: Implications for personal, social, academic, and workplace success', *Social and Personality Psychology Compass*, 5(1), pp. 88-103. Available at: <https://compass.onlinelibrary.wiley.com/doi/10.1111/j.1751-9004.2010.00334.x> (Accessed: July 7th, 2026).