

LEADING GROUP PROJECTS WITH EMOTIONAL INTELLIGENCE

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Developing Emotional Intelligence Skills LCLM5006
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INTRODUCTION

Emotional intelligence (EI) is the capacity to recognise, understand and manage one's own emotions while responding effectively to the emotions of others (Goleman, 1995). In university group projects, EI shapes how students handle tight deadlines, uneven contribution and critical feedback, turning friction into productive collaboration instead of conflict.



EI IN TEAMWORK

EI improves teamwork by helping students communicate clearly, stay calm during disagreements, and keep motivation high. The key skills are :



Self-Awareness - Noticing your own stress or frustration before it affects the team.



Self-Regulation - Staying calm and constructive when plans suddenly change.



Motivation - Keeping enthusiasm high for the shared goal, even after setbacks.

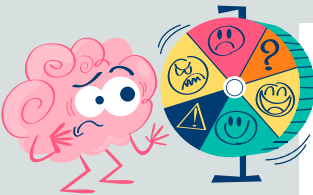


Empathy - Understanding pressures a teammate faces beyond the project.



Social Skills - Communicating clearly and resolving disagreements fairly.

(Druskat and Wolff, 2001)



MANAGING YOUR OWN EMOTIONS

Students can stay productive by recognising emotional triggers early, such as frustration, anxiety, or embarrassment, and then choosing a response instead of reacting automatically. Helpful strategies include:



Mindfulness - Brief pauses to notice tension building before it spills over.



Reflection - Journalling after meetings to spot recurring emotional patterns.



Stress Management - Realistic planning and scheduled breaks to prevent burnout.



Pause Before Reacting - Taking a breath before responding to sharp criticism.

(Raypole, 2020)

From Trigger to Outcome



Students who develop emotional regulation and self-leadership skills are better able to manage stress and maintain productivity during group projects (Houghton et al., 2012).

RESULTS/FINDINGS

Information for this poster was gathered through:

- Academic research on emotional intelligence
- Personal experiences in university group projects
- Observation of student teamwork behaviours

This helped connect theory to real-life academic situations.

CONCLUSION

EI helps students work better in groups by improving communication, reducing conflict, and supporting resilience under pressure. The most practical tips are: notice your emotions early, pause before reacting, listen carefully, and try to understand other people’s pressures and viewpoints.

UNDERSTANDING OTHERS' EMOTIONS

Empathy improves group projects because it helps students understand why others may be stressed, quiet, defensive, or disengaged. When team members listen actively, take perspective, and give feedback with care, communication becomes more respectful and effective.



Active Listening — Fully focusing on a teammate's point without interrupting.

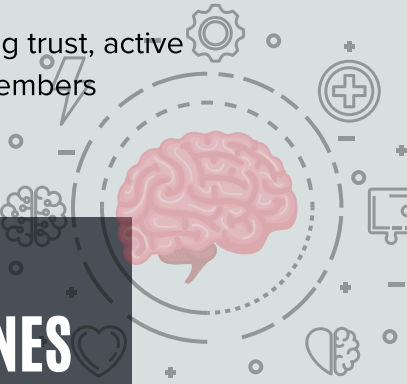


Perspective-Taking — Considering pressures a teammate faces outside the team.



Constructive Feedback — Framing criticism around behaviour, not character.

Empathy improves teamwork by encouraging trust, active listening, and collaboration among group members (University of St. Thomas, 2025).



MINI CASE: MISSED DEADLINES

A teammate missed two deadlines. Instead of assigning blame, the group asked what was happening and learned about clashing exams. The team adjusted the timeline together, and both trust and project output improved as a result.

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