

LEADING GROUP PROJECTS WITH EMOTIONAL INTELLIGENCE



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Introduction

Emotional Intelligence (EI) is the ability to recognise, understand, and manage emotions in oneself and others. In university group projects, EI supports collaboration, reduces conflict, and helps students navigate pressure, deadlines, and differing working styles.

Why EI matters in student group work:

- Prevents misunderstandings and emotional tension.
- Supports motivation and shared responsibility.
- Helps teams stay focused during stressful periods.

Method / Reflection

- Insights drawn from personal experience in group projects.
- Supported by academic research on EI.
- Observations from teamwork dynamics in university settings.

Managing Own Emotions

How students can recognise and manage their emotions to stay productive and reduce stress Strategies:

- Mindfulness – noticing stress signals early.
- Reflection – identifying emotional triggers and patterns.
- Stress management – using breaks, breathing techniques, or time-blocking.
- Pausing before reacting – choosing a thoughtful response.

Flowchart: Emotions → Response → Outcome

- Emotion: frustration about workload → Response: pause, communicate needs → Outcome: shared plan and reduced stress.



EI in Teamwork

How EI helps students work effectively in groups and manage teamwork challenges

Core EI Skills:

- Self-awareness – recognising personal triggers, strengths, and emotional patterns.
- Self-regulation – staying calm during disagreements; responding rather than reacting.
- Motivation – maintaining commitment and resilience during challenging tasks.
- Empathy – understanding teammates' perspectives, pressures, and communication styles.
- Social skills – resolving conflict, giving constructive feedback, building trust.

Examples in teamwork:

- Managing conflict over ideas through calm discussion.
- Responding constructively to feedback rather than defensively.
- Supporting peers who feel overwhelmed during deadlines.

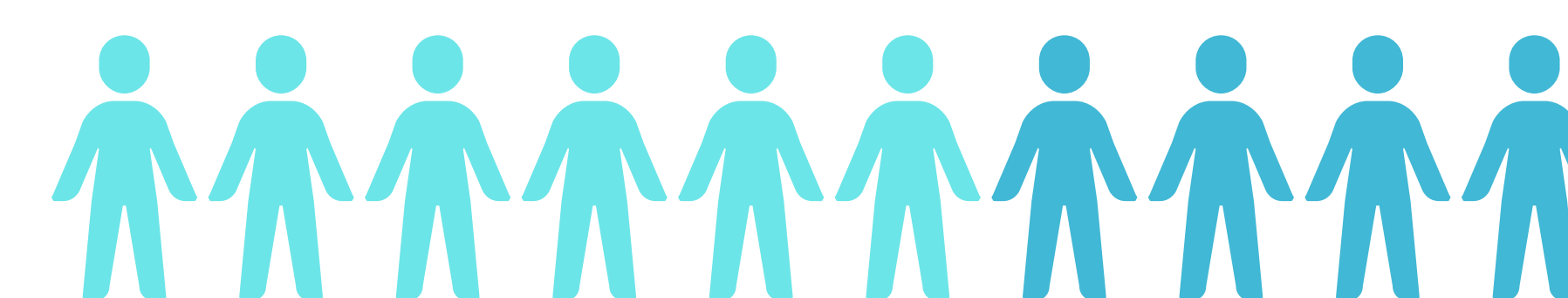
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Understanding Others' Emotions

How empathy improves communication, collaboration, and team success Empathetic behaviours:

- Active listening – giving full attention, acknowledging feelings.
 - Perspective-taking – considering why a teammate may be stressed or disengaged.
 - Constructive feedback – focusing on behaviours, not personal traits.
- Positive interaction examples:
- Checking in with a quiet team member to ensure they feel included.
 - Rephrasing disagreements respectfully to maintain trust.



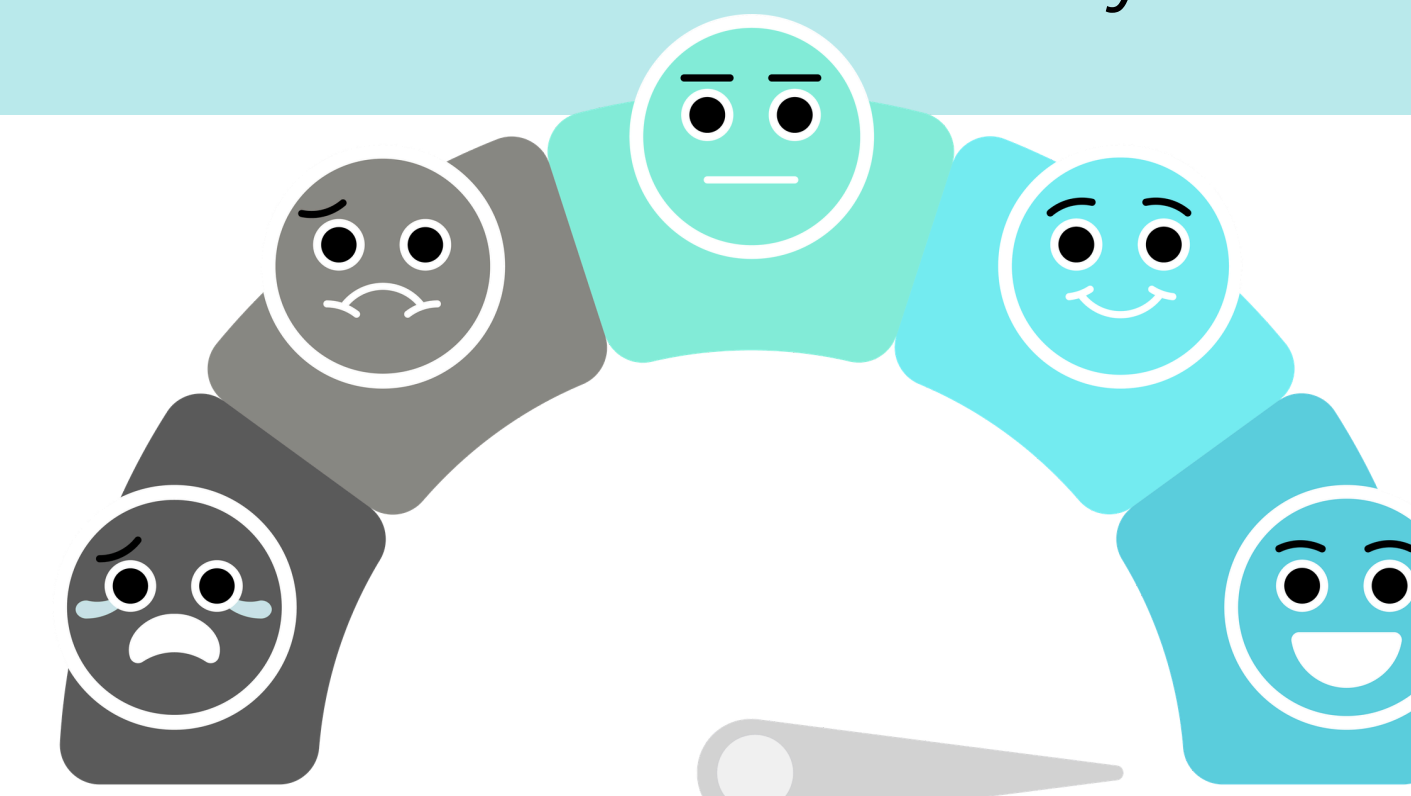
Conclusion & Recommendations

Key takeaways:

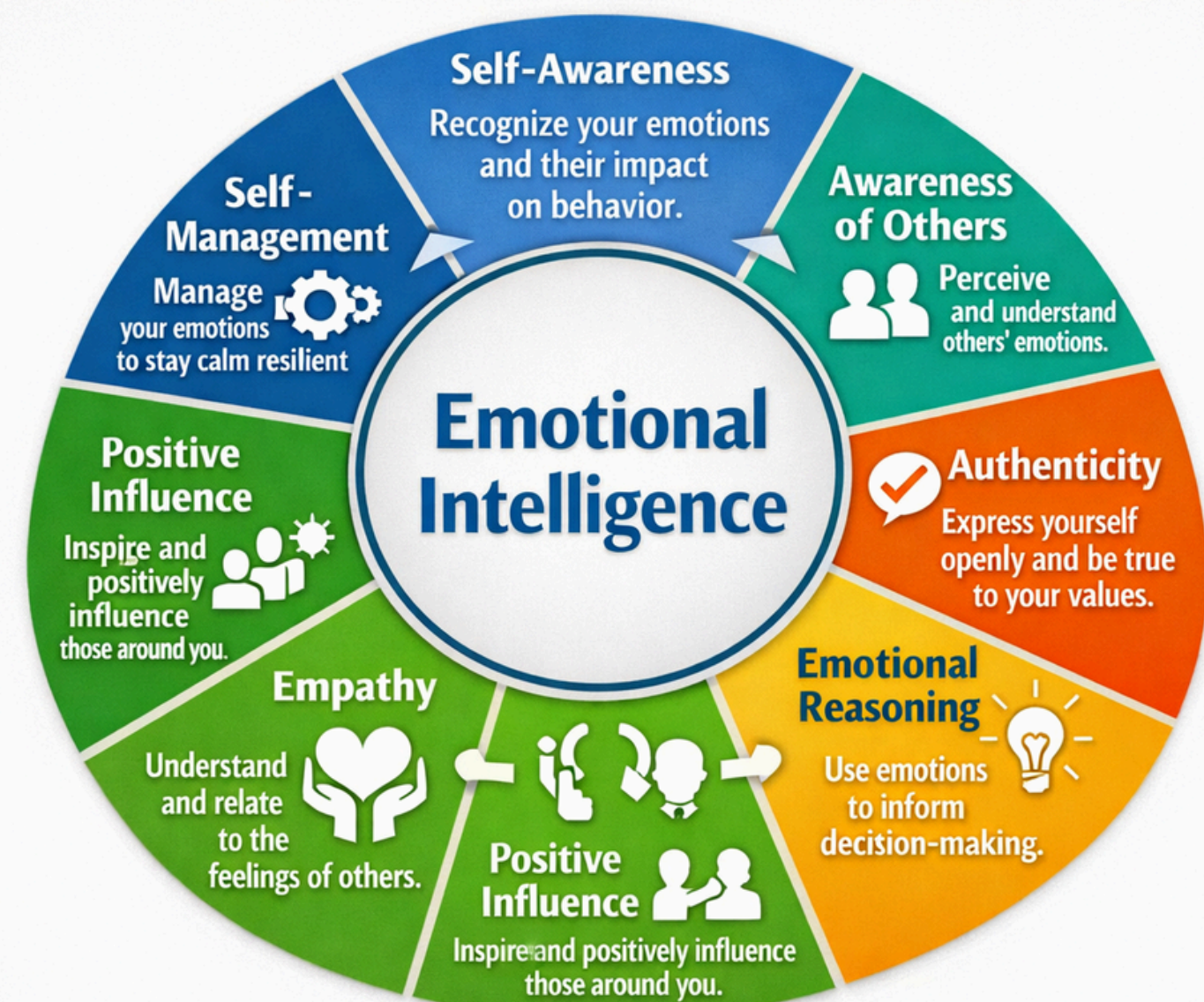
- EI strengthens teamwork, reduces conflict, and supports academic success.
- Managing emotions leads to clearer thinking and better collaboration.
- Empathy enhances communication and group cohesion.

Practical tips:

- Practise self-awareness through reflection.
- Use calm communication during conflict.
- Check in with teammates regularly.
- Offer and receive feedback constructively.



Genos Emotional Intelligence Workplace Model



Daniel Goleman Emotional Intelligence Model



Bar-On Emotional Quotient Inventory (EQ-i) Model

