



LEADING GROUP PROJECTS

with Emotional Intelligence

Stronger Connections. Better Communication. Successful Outcomes.

“Emotional intelligence is not the opposite of intelligence, it is not the triumph of heart over head – it is the unique intersection of both.”

– Daniel Goleman

1. INTRODUCTION

Emotional Intelligence (EI) is the ability to recognise, understand, manage, and influence our own emotions and those of others.

In group projects, technical skills alone are not enough. Different personalities, pressures, and perspectives can lead to conflict, stress, and disengagement.

EI helps us build trust, manage challenges, and work together towards successful outcomes.



2. EI IN TEAMWORK

EI helps students work effectively in groups and manage common teamwork challenges.

THE 5 KEY EI SKILLS



Self-Awareness

Understand your emotions, strengths, and how you impact others.



Self-Regulation

Manage emotions and impulses, especially under pressure or stress.



Motivation

Stay positive, set goals, and remain committed to the team's success.



Empathy

Understand and respect others' feelings and perspectives.



Social Skills

Communicate clearly, resolve conflicts, and build strong relationships.

EXAMPLES IN GROUP PROJECTS



Conflicts

Use empathy and calm communication to understand different viewpoints and find solutions.



Deadlines

Self-regulation and motivation help the team stay focused, meet deadlines and support one another.



Feedback

Being open to feedback and giving it constructively improves work quality and relationships.



Uneven Participation

Social skills help encourage inclusive participation and share responsibilities fairly.

3. MANAGING YOUR OWN EMOTIONS

Recognising and managing your own emotions helps you stay productive, make better decisions, and reduce stress.

STRATEGIES TO MANAGE EMOTIONS



Mindfulness

Focus on the present moment. Helps reduce stress and overthinking.



Reflection

Keep a journal or reflect on your emotions and triggers to build self-awareness.



Pause Before Reacting

Take a moment to breathe before responding to messages or criticism.



Stress Management

Take breaks, exercise, sleep well, and use techniques that work for you.

EMOTIONS → RESPONSE → OUTCOME



EMOTION
e.g., frustrated by delays



RESPONSE
Choose a calm, constructive response



OUTCOME
Better communication and progress

Managing your emotions leads to positive responses and stronger team outcomes.

4. UNDERSTANDING OTHERS' EMOTIONS

Empathy and understanding others' emotions improve communication, collaboration, and team success.

EMPATHETIC BEHAVE behaviours



Active Listening

Give full attention, ask questions, and avoid interrupting.



Perspective-Taking

Try to see the situation from others' points of view.



Constructive Feedback

Give feedback that is specific, kind, and focused on improvement.

MINI CASE EXAMPLE

Situation: A team member seems quiet and misses meetings.

Empathetic Response

You check in privately, listen to their concerns, and offer support.

Positive Outcome

They feel valued, re-engage with the team, and contribute meaningfully.



Empathy builds trust and a safe environment where everyone can contribute their best.

5. METHOD / REFLECTION

The information in this poster is based on:

- Personal experience in leading and participating in group projects
- Academic research and literature on EI
- Observations of team dynamics
- Reflections on challenges and what worked



6. CONCLUSION / RECOMMENDATIONS

KEY TAKEAWAYS

- ✓ EI improves teamwork, manages conflict, and reduces stress.
- ✓ Self-awareness and self-regulation keep us productive.
- ✓ Empathy and effective communication build trust and collaboration.
- ✓ Emotionally intelligent teams achieve better outcomes together.

PRACTICAL TIPS FOR STUDENTS



Know yourself – be aware of your emotions and how you react.



Pause, reflect, and respond – not react.



Listen with empathy and respect different perspectives.



Communicate openly and support each other.



Focus on shared goals and celebrate progress.

7. REFERENCES

- Goleman, D. (1998) *Working with Emotional Intelligence*. New York: Bantam Books.
- Mayer, J.D., Salovey, P. and Caruso, D.R. (2004) 'Emotional intelligence: Theory, findings, and implications', *Psychological Inquiry*, 15(3), pp. 197–215.
- Jordan, P.J. and Troth, A.C. (2004) 'Managing emotions during team problem solving: Emotional intelligence and conflict', *Human Performance*, 17(2), pp. 195–218.



Strong emotional intelligence = Stronger teams = Successful projects



Lead with empathy. Communicate with respect. Achieve together.