

Introduction:

According to Cherniss, Extein, Goleman, and Weissberg (2006). Emotional intelligence indicates a broad ability to recognize emotions in oneself and in others. This poster examines how generational differences will shape EI development derive from Wiedmer (2015) to reflect on me as a Boomers and other generations. Emotions control and mindfulness, factors and actions. • Know your emotion what you feel, acknowledge other feelings, stay present and be a mindful listener

mindfulness increases the capacity for effective emotion regulation. (Teper, Segal and Inzlicht 2013)

social-emotional learning programs in schools have effectively enhanced students' emotional competencies. (Alegre, 2011)

How to develop emotional intelligence:

According to Nelis, Quidbach, Mikolajczak and Hansenne (2009) EI can be enhanced unlocking new areas for intervention.

- Self-awareness: Practice mindfulness and analyse triggers.
- Self-management: Reframe thoughts, pause before responding.
- Social awareness: Cultivate empathy, practice active listening, observe nonverbal clues.
- Relationship management: Collaborative problem solving, empathetic influence

Reflecting on generation (Boomers) via Wiedmer (2015)

Although EI matters, its expression, perceived value, across generations because of diverse experiences and level of technological influence.

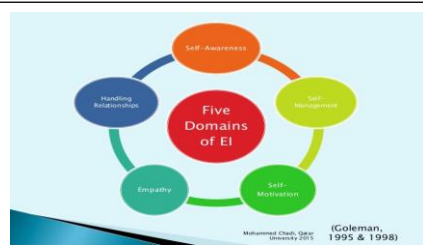
Each generation brings distinct challenges and strengths to the workplace, necessitating empathy and an adaptable communication approach to promote cohesion.

Module: Developing Emotional Intelligence. C1- Poster Presentation

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There are five generations in the workplace today:

- Traditionalist: Hard working, strong will, very loyal, and conservative.
- Boomers: Goal oriented, competitive, use technology as productivity rather than connectivity.
- Gen X: Ethnically diverse, better educated flexible, individualistic, and work hard.
- Gen Y: Constitute 35% of work force, collaboration teamwork, tend to change job fluently, prioritize personal development and benefit.
- Gen Z: digital native, latest tech freak, value security, and very autonomous.

Limitations of Wiedmer (2015):

- Context sensitivity: because findings may not reflect across cultures, industries and organisations.
- Outdated relevance: due to the year because current workplace dynamics may differ.

Conclusion:

- Emotional control and mindfulness improve decision making, resilience, and communication,
- Repeatable practices boost self-control, measured responses
 - Adapt a habit for different generations
- Self-management, social awareness and relationship

Alegre, A, 2011. Parenting styles and children's emotional intelligence: What do we know? *The Family Journal*, 19(1), pp. 56-62.

Cherniss, C., Extein, M., Goleman, D. and Weissberg, R.P., 2006. Emotional intelligence: what does the research really indicate? *Educational psychologist*, 41(4), pp.239-245.

Dick, S.D., 2019. A study of the generational differences in work values of Generations X, Y, and Z (Doctoral dissertation, Northcentral University)

Nelis, D., Quidbach, J., Mikolajczak, M. And Hansenne, M., 2009. Increasing emotional intelligence: (How) is it possible? *Personality and individual*, 47(1), pp.36-41

Teper, R., Segal, Z.V. and Inzlicht, M., 2013. Inside the mindful mind: How mindfulness enhances emotion regulation through

- Mindfulness: staying present with nonjudgmental awareness. It lowers reactivity, boosts focus, and support emotional regulation.
 - Practices : breathing,
 - Pause before reacting : breath, observe, and decide.
 - Know your emotion what you feel, acknowledge others feelings, stay present and be a mindful listener .
- Factors: consistency brief daily practice, sleep stress awareness.
- Actions: Create a tranquil space, Label your emotion, track triggers and progress, slow four steps breathing. End with daily reflection.