

Leading Group Projects with Emotional Intelligence

Introduction

The capacity to identify, comprehend, control, and affect our own and other people's emotions is known as emotional intelligence (EI) (Mayer and Salovey, 1997). Daniel Goleman (1995) asserts that emotionally intelligent people are able to handle relationships well, communicate well, and react constructively to difficulties.

Why is EI important in group projects?

Group Projects at universities frequently include:

- Distinct personalities and methods of operation
- Strict deadlines
- Inequitable donations
- Conflicts and miscommunications
- Pressure and stress.

Strong emotional intelligence enables students to handle these difficulties more skilfully, which improves collaboration, communication, and project success.

Emotional Intelligence in Teamwork

Self Awareness

- acknowledge your feelings
- recognise how your feelings influence your actions
- be aware of stress.

Self-Regulation

- Maintain composure through disagreements
- think before acting
- accept feedback positively

Motivation

- keep track on team objectives
- fulfill deadlines
- motivate others

Empathy

- recognise emotions of others
- honour different viewpoints
- help others who are having difficulties

Social Skills

- Be explicit in communicating
- engage in active listening
- handle disputes in a professional manner.

Managing Your Own Emotions

How can Students manage and recognise emotions to stay productive and reduce stress?

Identifying emotional triggers

- Fear before presentations
- frustration when others do not contribute as much
- stress bought on by several deadlines
- disappointment after feedback

Strategies for emotional self-management

Mindfulness

- concentrate on the here and now
- cut down on overthinking and worry.

Reflection

- record your difficulties and feelings in a diary.
- determine triggers and patterns

Pause Before Reacting

- before you react emotionally, take a moment.
- avoid needless confrontation

Stress Management

- Divide up the work into smaller objectives
- set workload priorities
- take frequent pauses



Understanding Others' Emotions

How can Empathy improve Communication, Collaboration and Team Success?

What is Empathy?

The ability to comprehend and experience another person's emotions and viewpoints is known as empathy.

Empathetic Students produce:

- Respect
- Trust
- Inclusion
- Improved Teamwork

Empathetic Behaviours in Group Work

Active Listening

- Pay close attention to what others are saying
- Prevent interrupting

Perspective-Taking

- Think about things from another person's perspective

Constructive Feedback

- prioritise progress above criticism

Offering Support

- Help teammates who are having difficulties (Petrides, 2009).

STRESS MANAGEMENT FLOW CHART



References

- Goleman, D. (1995) Emotional Intelligence: Why It Can Matter More Than IQ. New York: Bantam Books.
- Mayer, J.D. and Salovey, P. (1997) 'What is Emotional Intelligence?', in Salovey, P. and Sluyter, D.J. (eds.) Emotional Development and Emotional Intelligence: Educational Implications. New York: Basic Books, pp. 3-31.
- Petrides, K.V. (2009) 'Psychometric Properties of the Trait Emotional Intelligence Questionnaire (TEIQue)', in Parker, J.D.A, Saklofske, D.H. and Stough, C. (eds.). Assessing Emotional Intelligence. Boston: Springer, pp. 85-101.

Conclusion

Key Points

- Successful cooperation requires emotional intelligence.
- Students who possess self-awareness and self-regulation are better able to handle stress and maintain their productivity.
- Empathy enhances teamwork and communication.
- Teamwork in groups and dispute resolution are supported by strong social skills.

Useful Advice for Students

- Consider your feelings on a frequent basis.
- In times of disagreement, wait, think before reacting.
- Engage in active listening.
- Seek constructive criticism.
- Be sympathetic to your colleagues
- Put more emphasis on finding solutions than assigning blame.
- Continue to communicate in an open and respectful manner.

Students who increase their emotional intelligence are better able to handle difficulties, forge closer bonds with others, and complete cooperative group assignments successfully.