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EMOTIONAL INTELLIGENCE

How to Recognise, Regulate & Relate for Team Success

Introduction

Salovey and Mayer (1997) define emotional Intelligence as the ability to perceive , understand and regulate emotions to support personal development.
In a team setting , this translates to :

- Self- aware : Recognising your own emotional triggers and reactions.
- Empathetic : Actively listening and adapting communication to support others.

Challenges

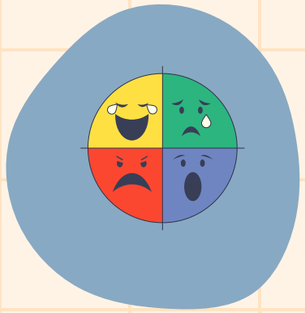
- Conflict
- Stress
- Unequal Workload

How to fix it ?

- Address it early , focus on the problem
- Identify what stress you , the root of this stress , set a realistic goals and take action
- Use task trackers to visualise the distribution, share fairly in your team

Stress/Burnout

- Set realistic goals
- take breaks, exercise, entertain, have fun
- Watch for teammate burnout.



Managing Emotions

- Pause before reacting to frustration
- Take a breath to regulate your response
- Reflect on your stress triggers
- Set realisitic goals to avoid overwhelm

Method/Reflection

- Research: Sourced EI definitions from Coleman (1995) and the NHS (2020)to build theoretical understanding.
- Observation : Observed real-word student team dynamics, specifically noting signs of conflict , stress and disengagement.
- Application : Applied EI strategies, such as pausing before reacting and empathetic listening , to manage these challenges effectively .

Team Wellbeing understanding Others

Rest

- Breaks Boost Productivity encourages regular breaks /respect off- hours
- fuels your energy better by having a good sleep .

Psychological Safety

- Speak up without fear.
- Empathy: Check on teammates

Team Work

- Navigate conflict
- meet deadlines.
- gives Feedback.
- Share Workload

EI Action Plan

Understand Others

- Validate their views
- Kind Feedback

Summary

- Recognise your own emotions and of your teammates.
- Regulate stress by setting realistic goals and taking breaks.
- Relate by listening first and validating others' views.
- Wellbeing and rest are not optional—they are essential for team success.

References:

- Goleman, D. (1995) Emotional intelligence: Why it can matter more than IQ. New York: Bantam Books.
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