

LEADING GROUP PROJECTS WITH EMOTIONAL INTELLIGENCE

Introduction

What is Emotional Intelligence?

Emotional Intelligence is a person's potential to detect, comprehend and control his/her own sentiments, while also detecting and reacting sensitively to the feelings of others at the same time (Goleman, 1995).

UNDERSTANDING OTHERS' EMOTIONS

How Empathy Improves Teamwork

- Active Listening
- Respect
- Perspective Taking
- Constructive Feedback
- Example
 - ❌ "Your idea is wrong."
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 - ✅ "I understand your point. Perhaps we could also consider another solution."
- Benefits
 - Better communication
 - More trust
 - Stronger collaboration

EMOTIONAL INTELLIGENCE IN TEAMWORK

Five Core EI Skills and Their Benefits

Skills and Benefits in Group Projects

1. Self-awareness–Understand emotions before reacting.
2. Self-regulation–Stay calm during conflict.
3. Motivation–Remain focused on team goals.
4. Empathy–Understand teammates' perspectives.
5. Social Skills–Build trust and communicate effectively.

MANAGING YOUR OWN EMOTIONS

Strategies to Manage Emotions

- Mindfulness
- Reflection
- Stress Management
- Time Management
- Pause Before Reacting
- The Process
 - Stress
 - ↓
 - Pause
 - ↓
 - Reflect
 - ↓
 - Respond Calmly
 - ↓
 - Positive Teamwork
 - Taking a moment to manage our emotions leads to better decisions and stronger teamwork.

Practical Example

A team member misses an important deadline. Instead of blaming them, the group:

- discusses the issue respectfully
- identifies the reason
- redistributes tasks
- supports each other

Result

- Less conflict
- Better teamwork
- Better project performance

Conclusion

It is well recognized that developing the skill of emotional intelligence is highly beneficial to the smooth running of group projects. It encourages students to express themselves in a proper way, to be able to handle their stress efficiently, how to deal with conflicts successfully, and how to be encouraging towards one another as a group. When emotional intelligence is developed, students learn how they can do their best academically; more importantly, they are going to be ready for their jobs and leadership positions.

References

Daniel Goleman (2020) What People (Still) Get Wrong About Emotional Intelligence. Harvard Business Review. Available at: Harvard Business Review (Accessed: 10 July 2026).
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Bloomsbury Publishing (2020) Emotional Intelligence: 25th Anniversary Edition by Daniel Goleman. Available at: Bloomsbury Publishing (Accessed: 10 July 2026).