

Leading Group Projects With Emotional Intelligence

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2016755

BA (Hons) Leadership and Management Skills for the Workplace LCLM5006

1. Introduction

Emotional Intelligence (EI) has 5 core competencies. EI is the ability to recognise, understand & manage emotions in ourselves & others. (Goleman, 1995).

Students often experience various forms of stress which can be caused by team conflict, pressure or deadlines.

Emotional state can influence motivation, communication & productivity. Development of emotional intelligence skills can help students work more efficiently as part of a team (Mugabekazi, 2026).



Positive Energy > Engagement > Collaboration



Negative Energy > Conflict > Reduced Performance

2. Emotional Intelligence in Teamwork

Goleman's five competencies help students manage conflict, feedback & deadlines more effectively (Goleman, 1995)



Self-Awareness

- Recognising emotions
- Understanding the impact of behaviours on others



Self-Regulation

- Staying calm under pressure
- Responding professionally to feedback



Motivation

- Remaining focused on group goals
- Meet the deadline



Empathy

- Understanding the fellow students' perspectives



Trying to reduce conflict

Social Skills

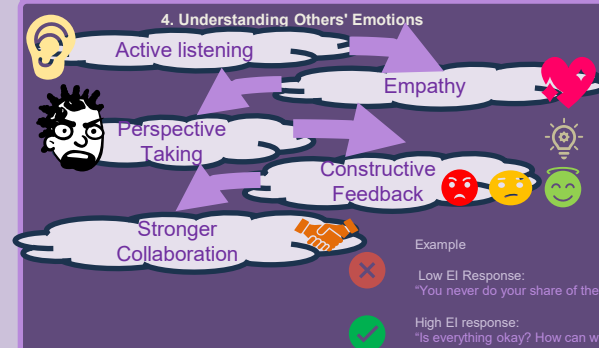
- Communicate effectively
- Building trust through collaboration & cooperation

3. Managing Own Emotions



Emotional regulation supports academic resilience and productivity (Mugabekazi, 2026).

4. Understanding Others' Emotions



Example

Low EI Response:

"You never do your share of the work; you can't be trusted!"

High EI response:

"Is everything okay? How can we get the project back on track together?"

5. Reflection/Method

This poster was informed by academic research, personal reflection, observation & knowledge gained through Cognitive Behavioural Therapy (CBT).

These sources helped explore how emotional intelligence can support communication, emotional regulation & effective teamwork in group projects as well as other aspects of life.

Personal reflection highlighted the importance of emotional regulation strategies may be particularly important for neurodiverse individuals.

As impulsivity & difficulties with self-regulation can influence emotional responses during stressful situations such as deadlines, feedback & group conflict (Barkley, 2015).

6. Conclusion

- ★ Emotional intelligence supports effective teamwork & communication
- ★ Self-awareness & self-regulation help students manage stress, feedback & conflict
- ★ Reflecting before reacting can lead to more productive outcomes
- ★ Empathy & active listening improve collaboration & trust.
- ★ If you need help, please utilise wellbeing support.

Wellbeing Support on Offer



Connect

Support

Keeping Safe

Independent services and self-help tools.

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