Emotionally Intelligent Leadership

Emotionally intelligent leadership asserts that an individual must be conscious of three fundamental facets that contribute to the leadership dynamic: consciousness of context, self, and followers. These three facets overlap and yet are independent of each other. Each facet consists of specific capacities that can be developed. A person’s ability to monitor all three intentionally will aid in their ability to lead effectively.

Consciousness of context
The environment in which leaders and followers work

Environmental awareness Thinking intentionally about the environment of a leadership situation
Group savvy Interpreting the situation and/or networks of an organization

Consciousness of self
Being aware of yourself in terms of your abilities and emotions

Emotional self-perception Identifying your emotions and reactions and their effect on you
Honest self-understanding Being aware of your own strengths and limitations
Healthy self-esteem Having a balanced sense of self
Emotional self-control Consciously moderating your emotions and reactions
Authenticity Being transparent and trustworthy
Flexibility Being open and adaptive to changing situations
Achievement Being driven to improve according to personal standards
Optimism Being positive
Initiative Wanting and seeking opportunities

Consciousness of others
Being aware of your relationship with others and the role they play in the leadership process

Empathy Understanding others from their perspective
Citizenship Recognizing and fulfilling your responsibility for others or the group
Inspiration Motivating and moving others toward a shared vision
Influence Demonstrating skills of persuasion
Coaching Helping others enhance their skills and abilities
Change agent Seeking and working with others toward new directions
Conflict management Identifying and resolving problems and issues with others
Developing relationships Creating connections between, among, and with people
Teamwork Working effectively with others in a group
Capitalizing on difference Building on assets that come from differences with others

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