

# EQ - EMOTIONAL QUOTIENT

EQUIP HUDDLE

**Thank you** for leading your team through this content. You are a valued and important piece to our development of our ministry teams on this campus.

Through this discussion it's important to remember you are equipping your team to equip others. Just a reminder you are the facilitator of this discussion and don't need to be the teacher. What's great is you all will be learning together through the discussion and the key to your role is to: (1) Keep it simple, (2) Keep on topic, and (3) Keep it moving.

**The purpose** of this module is to help Equip leaders to elevate their emotional intelligence by promoting both self and others awareness. The more we understand about ourselves and others the better leaders we become. Please note: It's not about mastering this material but simply about the journey of self discovery.

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## **CELEBRATE**

What are you celebrating in your personal life or ministry right now?

- **Leader note:** The point of starting off with this question regularly is to help connect on a personal level with the team members and ensure we model caring for our volunteers as individuals and not just for what they produce. Also it encourages a culture of pausing to celebrate all wins not just major ones.

## **CONNECT**

1. What comes to mind for you in response to the questions: Who am I? Where do I belong? What difference do I make?
2. Alternate question: Tell us about a time you learned something about yourself. How did that new discovery impact your perception of yourself? How did it impact the quality of your relationships around you?

- **Leader note:** The goal of these questions to help leaders identify the starting point of their journey of who they see themselves to be. The answers to these questions are telling in the way that we perceive not only ourselves but our relationships and our purpose. Help leaders understand it is ok if they are having a hard time concretely answering these questions.

## ASSIGNMENT 1

### VIDEO

<https://www.youtube.com/watch?v=n9h8fG1DKhA> - Developing Emotional Intelligence

<https://www.youtube.com/watch?v=fzChFCvoLIw> - 90 second Leadership on Emotional Intelligence

- **Leader note:** Pick ONE of these videos to set up your discussion on developing Emotional Intelligence.

Video 1: Developing EQ (3:43) - Animated and engaging video about what is EQ and how to begin increasing awareness and empathy.

Video 2: 90 Second Leadership on EQ (2:02) - Very simple explanation of EQ with an illustration to help gauge how well one is aware and manages understanding of self and others.

### QUESTIONS

How would you currently rate your Emotional Intelligence based on what you just heard?

Alternate question: What did you learn? What stuck out to you?

## ASSIGNMENT 2

Jesus said, “Love the Lord your God with all your passion and prayer and intelligence.’ This is the most important, the first on any list. But there is a second to set alongside it: ‘Love others as well as you love yourself.’ These two commands are pegs; everything in God’s Law and the Prophets hangs from them.”

- Matthew 22:37-40 (MSG)

- **Leader Note:** The Message version is used here because it is both clear in Jesus’ meaning that we are to fully love God and fully love others with all ourselves, and it’s used because it’s such a familiar passage that the alternate language may echo differently for them. If you prefer to use a different translation that is up to you.

### DISCUSSION QUESTION

1. How can learning more about ourselves and others be a way for us to live out this command of Jesus?

- **Leader note:** Help leaders understand that learning about the way God has uniquely wired us individually helps us love God for the gift of our very lives. It also helps us to live out the command to love others when we learn how different and special people are and yet made in the very Image of God (Genesis 1:27).

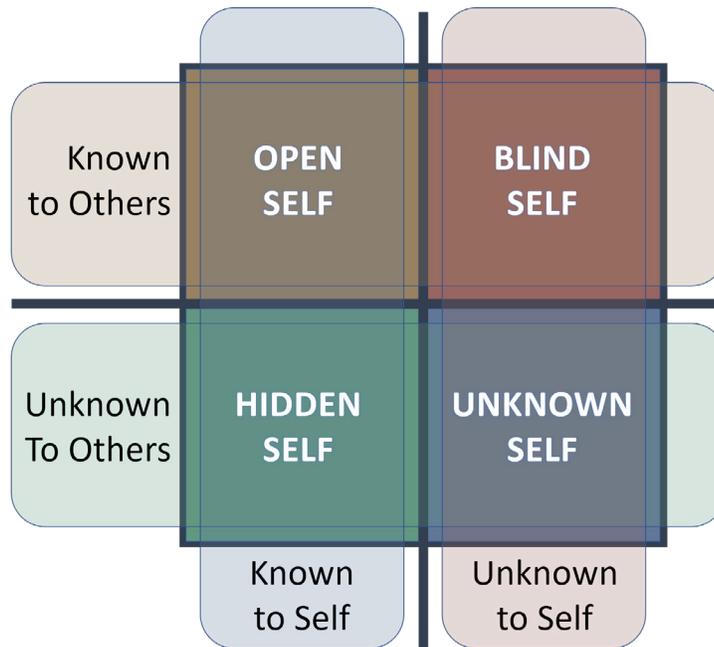
## ASSIGNMENT 3

Read the article and answer the discussion questions - <https://transformingleader.org/johari-window/> by Wayne Hedlund

- **Leader note:** This is an article written about the Johari Window and how it can be used as a helpful tool to address the “blind spots” in our lives which is how people perceive us but we are unaware of in our own perception of ourselves.

\*\*Please note: If you desire you can replace this article with an actual assessment in the Rock or one that has been provided by RLC Central.

Back in 1955 a couple of men came up with a model to help people discuss various aspects of self-awareness. It's called The Johari Window (the word 'JoHari' is a combination of the two people's first names, Joseph & Harry). The four quadrants of the Johari Window clarify whether information about self is known or unknown to either self or others. The below chart shows each of these quadrants.



**Open Self: Known to self and others.**

This quadrant represents what people know about you AND what you know about you. It is common knowledge that is usually easily accessible. It might include information that people can learn from you (ex. your beliefs or views), information that others can observe (ex. your appearance, behaviors or skills) or information that is available to the public (ex. your birthday, family info, email address, etc.).

**Blind Self: Unknown to self, but known to others.**

This quadrant reveals what people know about you AND what you do NOT know about you. Another term often associated with this quadrant is 'Blind Spots'. This is where our ignorance can truly hurt us. Others may see our weaknesses, flaws, even strength or gifts, but they either assume you already know about it or choose not to tell you. You are left in the dark and don't even know it, a great definition of "ignorant." For example, perhaps you tend to have strong B.O., often come across as angry, rarely smile, or can't sing. On the positive side, perhaps there are strengths that you possess, but don't realize it. For example, you may have a true gift of encouragement or hospitality.

**Hidden Self: Known to self, but unknown to others.**

The "Hidden Self" quadrant represents what we know about ourselves, but conceal or hide from others. This could include practical information, like passwords or retirement funds. But most often it involves hidden feelings, sensitivities, fears, hidden agendas, etc. On occasion, we might know something about ourselves and THINK everyone else knows, when they really don't. For example, you may believe your team knows you care about them and want them to succeed, but they may feel otherwise.

## **Unknown Self: Unknown to either self or others.**

This final quadrant includes what is unknown to everyone, other than God Himself. These things may include feelings, attitudes, capabilities, beliefs, fears or aptitudes. Some of these things may be near the surface and readily accessible to you, if you were to delve into them. Others may remain hidden for the rest of your life. Some of the best ways to unveil information in this category is to expose yourself to counselling or coaching and remain steadfast as a learner, reading books, taking classes and continuing to expand who you are and what you know.

## **Addressing Blind Spots**

One of the most important ingredients in the world of emotional intelligence is what is called 'self-awareness'. It is when an individual is aware of who they are, how they think, process and behave and what impact they have on others. Growing leaders recognize that self-awareness leads to self-management, social awareness and eventually great relationships with others. But they also know that blind spots can become a huge barrier to success. Blind spots say, "we all get something about you that you don't and you aren't willing or interested in figuring it out yourself."

It is folly to assume that we don't have blind spots. Proverbs regularly reminds us to remain humble before both God and man. Proverbs 19:20 says, "He who trusts in himself is a fool, but he who walks in wisdom is kept safe." Proverbs 19:20 states, "Listen to advice and accept instruction, and in the end you will be wise." and Proverbs 19:25 says, "rebuke a discerning man, and he will gain knowledge."

## **What are you doing to shrink the "Blind Spot" quadrant in your life?**

There is an age-old way for you to begin shrinking that window in your life; but it takes great courage to do it. **Ask others to share what they know or think about you.** Select several people who see you in different venues and who you trust to be open and honest with you. This shouldn't necessarily just include people who like you. It should include anyone who might have insight into areas of your life that you don't.

HINT: if you are a leader, that will include everyone on your team.

You might think the courageous part is sitting them down to ask them self-disclosing questions, but the really brave moment is when they begin telling you what you don't know. That is the moment of truth. It's the moment when you choose your response. I have one word of advice: assume they are telling you the truth. To do otherwise is to be presumptuous – and is dishonoring to them. **After all, how can you judge if they are right if it's a blind spot?** At the very least, admit that their commentary about you reflects a real perception (theirs), if not reality.

## **A few questions to get you started:**

- What do you view as my primary strengths?
- What do you consider to be my primary weaknesses?
- Do I seem approachable to you?
- Do you think others are afraid to confront me about anything?
- Is there anything you notice in my personal life/family that concerns you?
- Have you ever been aware of an 'elephant in the room' when I have been leading meetings or speaking?

- On a scale of 1 – 10, how would you rate my effectiveness as a communicator?
- If I hired you as a personal life coach, what would you want us to work on first in my life?
- Is there something I think I'm good at that others probably wouldn't necessarily agree with?
- Is there something I don't think I'm good at that others probably would think I am?

## DISCUSSION QUESTIONS

1. What did you find particularly interesting or surprising about this information?

- **Leader Note:** Just help leaders engage with what they heard. Help them process the 4 quadrants and their relationship to themselves and the world around them.

2. Which box bothers you or is of most concern for you and why?

- **Leader Note:** Most often it will be the blind spots box but it also may be the mystery box because of the unknown. Helping leaders identify what is going on inside them will be beneficial in how active they will be in increasing their EQ.

3. Are you willing to ask some people in your life these blind spot questions?

- **Leader Note:** It would be wise to actually get some accountability for them in this and have them give you names of who they will ask and when so that you can follow up with them on what they learned. Remind them that the ones they ask shouldn't be people who are afraid to tell truth or who are too close to recognize blind spots.

\*\*Alternate questions if using an alternate assessment from the Rock or Toolbox:

1. What did you learn about yourself in this assessment?
2. How can this information help you in your transformation journey with God?
3. How will this new information help you lead yourself and others better?

## ADDITIONAL SCRIPTURE

23 Search me, God, and know my heart; test me and know my anxious thoughts.

24 See if there is any offensive way in me, and lead me in the way everlasting. - Psalm 139:23-24

- **Leader note:** This is a prayer of reminding us that there be some things we learn about ourselves that we don't like and we can trust the Holy Spirit to lead us to address and restore what needs to be.

## CLOSING THOUGHT

God created us and sin put a mask on our true identity. Jesus' life, death and resurrection provides us the hope and encouragement we need to take that mask off and be our true selves, the one that God created us to be not what the world expects us to be. We either let God transform our pain for the benefit of others or we let sin transmit our pain to the demise of ourselves and others. Self discovery takes courage but thankfully we have a good God who loves us for who we are and desires transformation from our false perceptions that sin has distorted into truth that allows us to fully love God, ourselves and others.

- **Leader note:** This is the conclusion of the huddle so make sure to point people to a mindset of leading intentionally and creating an action step towards increased emotional intelligence.

## **COMMUNICATE**

Pertinent ministry announcements that need to be communicated.

## **CARE**

Prayer requests and corporate prayer

- **Leader note:** Depending on time you may need to simply close in prayer but the goal is to end the discussion on time to provide space for prayer. Ask for prayer requests and either ask who would like to pray, allow time for people to pray or lead or delegate a person to close in prayer.