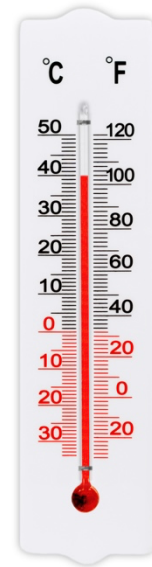


THE THERMOMETER

Think back to your childhood. Regardless of your background one thing was almost always certain. If Mom or Dad were having a bad day, then that is a bad time to be asking them for a favor. The same is unequivocally true for the workplace. From an early age, we learned to “take the temperature” of the room or at least of those with which we were interacting. Because of this ability, we use a thermometer as the third metaphor for understanding EQ.

If you want to produce an outcome of great quality that requires everyone involved to be in their optimal state, then monitoring their emotional temperature is a critical step. Sometimes, during collaboration/discussion with another person or a team, it becomes obvious whose emotional temperature is off. In almost all cases, the team will continue to engage, ignoring the impact of that person. There may be some good outcomes, but it can be argued that an optimal outcome has been compromised.



There are two ways of using the temperature technique with regard to Emotional Intelligence:

1. **Take your own emotional temperature.** If it is not in the optimal state, know you will be underperforming as long as you are in that emotional state. It’s up to you to change it. Go for a walk, call your best friend, do something that will improve or change your state.
2. **Determine the emotional temperature of everyone around you.** Make a personal diagnosis of the emotional temperature for everyone you meet in a day and are in a work scenario with where a decision must be made.

If your diagnosis tells you it is not optimal, then know that ignoring this diagnosis and do nothing, you are likely to get a mediocre outcome. If, however, you are able to emotionally change the temperature of the person(s), then you give yourself and the other party a legitimate chance at performing at your best.

Using these illustrative anecdotes can be helpful in gaining a better understanding of EQ for yourself and your clients. Try to apply these techniques when forming teams or coaching an individual who is having difficulty seeing situations from the perspective of others. Having a high EQ can be more important than a high IQ in the workplace. The knowledge and understanding provided by the assessment and report can be the first step for some in working toward optimal productivity

For more information about how you can bring Emotional Intelligence to your organization, please contact philir@reynoldsconsulting.org or 713 249 38436.