

# Growing EQ for Leadership



A guide for building skills in self awareness, self management, and self direction.



Visit [www.StepUpForEquity.com](http://www.StepUpForEquity.com) to learn more about EQ and leadership.

---

Emotional intelligence (EQ) is a practical, learnable set of skills that can help you set meaningful goals, learn more about yourself and others, and take action to grow as a leader, no matter your title.

---



© Six Seconds 6seconds.org

The **Six Seconds EQ model** includes three areas, each focused on specific skills:

**Know Yourself** → Self Awareness

**Choose Yourself** → Self Management

**Give Yourself** → Self Direction

In this guide, you'll find **tips and tools to practice EQ skills** in each of these areas. When you practice EQ, you can:

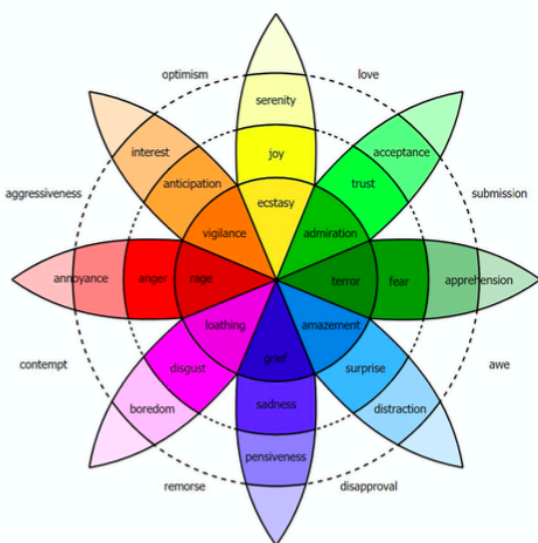
- Grow your confidence in decision-making
- Connect with others in more meaningful ways
- Thoughtfully lead diverse teams
- Fully live within your purpose
- Improve your wellbeing



# KNOW YOURSELF

Competency	Definition
Enhance Emotional Literacy	Accurately identifying both simple and compound feelings.
Recognize Patterns	Acknowledging frequently recurring reactions and behaviors.

## Tips for Practice



**How do you feel?** Really? Distinguish between thoughts and actions to help you identify your emotions. Practice using specific language around emotions.

**Be curious.** What is that emotion trying to tell you? What could happen if you listened to that message?

**Observe yourself to uncover patterns.** At the end of the day or week, take note of the events that brought you joy, stress, anger, fear. What led to those emotions?

**Evaluate your patterns.** How is a pattern currently serving you? How has it served you in the past? What's different now? Do you still want that pattern?

**Pause 6 seconds.** When big feelings start to take over, how can you remind yourself to pause 6 seconds to let the emotion pass through? This will help you avoid the traps of past patterns that no longer serve you.

# CHOOSE YOURSELF

Competency	Definition
Apply Consequential Thinking	Evaluating the costs and benefits of your choices.
Navigate Emotions	Assessing, harnessing, and transforming emotions as a strategic resource.
Engage Intrinsic Motivation	Gaining energy from personal values and commitments vs. being driven by external sources
Exercise Optimism	Taking a proactive perspective of hope and possibility.

## Tips for Practice

**Map it out.** Acting on impulse or intuition can help you through a crisis, but not everything is a crisis. Ask yourself, if I do/say what I'm about to do/say, what might happen? How will it affect me and others?

**Feeling stuck?** Consider your current thoughts, feelings, and actions in the place you are stuck. What would be different if you could change just one thought, feeling, or action?

**What motivates and energizes you?** If you're unsure, take a moment to reflect on your life – what are the times that you've felt energized, like you could get beautifully lost in that activity? If you know what energizes you, how can you make it more of a priority?

**Throw spaghetti.** What options do you have in your current situation? If you find that you are shutting yourself down before even getting the idea out, think about it like throwing spaghetti at the wall – but you don't even look to see if it sticks. Write down as many ideas as you can possibly think of. Involve others. Don't shut any ideas down until you truly can't think of another one. When you look at them all, what do you see?

**Pause 6 seconds.** When you feel caught up in the go-go-go, can you find a way to build in pauses? Use just a few seconds to evaluate your options, think through the consequences, and find a sustainable emotional path.

## GIVE YOURSELF

Competency	Definition
Increase Empathy	Recognizing, connecting with, and appropriately responding to emotions.
Pursue Noble Goals	Connecting your daily choices with your overarching senses of purpose.

### Tips for Practice

**Listen to understand.** Resist the urge to judge, fix, commiserate, or ignore. Listening to understand another person's point of view and their emotional experience can help you resolve conflicts, misunderstandings, and create a more peaceful emotional experience for yourself.

**Feel with them, not for them.** Empathy doesn't mean you have to take on everyone's emotions. You can build connection AND have boundaries. In fact, that is the only way to sustainably practice empathy.

**What is your purpose?** What were you put on this planet to do? What do you want people to remember about you? What is better because you were part of it? How do you want to show up in your relationships? What in your life have you felt most proud of? These questions can help you uncover and define your purpose.

**Live your purpose.** What are you doing right now that is part of your purpose? What are you doing that is distracting you from living that purpose? How can you reconfigure and reprioritize your week to better live within your purpose?

**Pause 6 seconds.** Connection doesn't have to take long. Pausing 6 seconds before reacting can give you space to consider another's perspective and determine whether your actions are in line with your purpose.



## Take the Next Step: Partner with a Coach

Step Up's team of EQ coaches and assessors will help you get to the best version of yourself. We bring a mix of lived and professional experiences to connect with leaders from all backgrounds and are EQ certified through Six Seconds, a global leader in EQ.



*Step Up Coaches L-R: Amy Kesling, Angela Jenkins, Jeannine Bindl*

### Growing EQ for Leadership

**Amy Kesling, PCC**

Step Up's co-founder and ICF-certified coach, Amy, can help executives and leaders (re)connect with their purpose and become more impactful.

Partner with Amy to build confidence, define and embody your authentic leadership style, and foster team cohesion.

### Growing EQ for Change

**Angela Jenkins, CDP CDE**

Angela specializes in helping leaders drive organizational transformation, enhance team effectiveness, and advance DEI initiatives. Partner with Angela to identify strategies for building buy-in, leading with empathy, and leading sustainable and strategic change efforts.

### Growing EQ for Management

**Jeannine Bindl, SHRM-CP**

Jeannine helps managers and supervisors lead diverse teams through recruitment, performance development, and interpersonal conflict. Partner with Jeannine to feel energized, find creative solutions, and put people at the center of what you do.