



Mirror, Mirror . . .

Emotional Intelligence and Self-Awareness

Objectives

- Define emotional intelligence
- Associate the influence of emotional intelligence with the role of precepting
- Identify your individual personality type
- Understand the possible effect of personality type on professional and personal relationships

Emotional Intelligence and Self-Awareness

What is emotional intelligence?

“The capacity to effectively perceive, express, understand and manage your emotions and the emotions of others in a positive way”
(Fuimano, 2004)

“Recognition of emotional states in one’s self and others”
(Stratton, et al., 2005)

“Knowledge of how emotions function in self and others”
(Meyer, et al., 2004)

Self-Awareness

Emotional Intelligence begins with self-awareness — being conscious of the energy behind your words and interactions.

- ❑ Assists you in effectively managing emotions
- ❑ Promotes successful interpersonal relationships

How does emotional intelligence affect behavior?

- ❑ Emotional intelligence means being “in tune” with your own emotional state.
- ❑ Emotional intelligence can be influenced by:
 - Traumatic experiences
 - Life’s challenges
 - Coping mechanisms
 - Job stress
 - Personal stress
- ❑ Cognitive and emotional intelligence work together to determine our behaviors.

How does emotional intelligence relate to precepting?

Effects of Emotional Intelligence

Studies show emotional intelligence:

- ❑ Limits workplace turnover
- ❑ Increases social competence among health care providers
- ❑ Improves interpersonal competencies = improves the quality of health care delivery and enhances patient satisfaction

What's Your Type?

No, not that type . . . your personality type.

Patterns of Behavior

- ❑ Differences in behavior result from inborn tendencies to use our minds in different ways.
- ❑ As people act on these tendencies, they develop patterns of behavior.

Why examine personality type?

- ❑ To increase self-awareness
- ❑ To increase understanding of others
 - Its purpose is NOT to label people!
 - The biggest danger is the risk of stereotyping
 - Understanding personality traits and styles can help us understand the needs and reactions of others.

What does it mean?

- ❑ There is no right or wrong to these preferences.
- ❑ Each identifies valuable human behaviors.
- ❑ Each has its own potential strengths, as well as opportunities for improvement.

How will this help you be a better preceptor?

- ❑ Identifies characteristics associated with your personality type
 - ❑ Identifies the positive attributes of your type
 - ❑ Identifies how others may see you
 - ❑ Identifies potential areas for growth
- AND . . . may assist you in understanding others!

Tips on Type

- ❑ Each person is unique.
- ❑ Personality type does not explain everything.
- ❑ There is no right or wrong personality type.
- ❑ Know your type biases.

Conclusion

- ❑ Understanding our type contributes to emotional intelligence and self-awareness.
- ❑ Although a valuable tool for interpersonal relations, type does not explain ALL aspects of a working relationship.
- ❑ The REAL question . . . How will this information make you a better preceptor?

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