

# Emotional Intelligence In Engineering

*Engineering is often stereotyped as an unemotional field, staffed with lone-wolf employees devoid of any emotional intelligence. The truth is, engineers benefit greatly from emotional intelligence (EQ) training, and many companies are upping their games when it comes to hiring and training for those skilled with exceptional EQ skills.*

## A CLOSER LOOK...

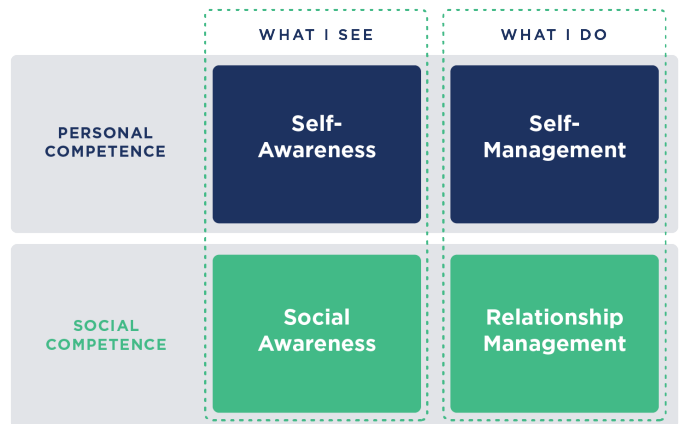
The TalentSmart® *Mastering EQ*® training program is a sound investment that yields significant improvements in behaviors that are critical to your bottom line. Engineers at a large US government agency which invested in the TalentSmartEQ *Mastering EQ*® training program experienced a 20% improvement in their ability to show flexibility in a challenging work environment. Engineers at a Fortune 200 defense contractor experienced a 40% improvement in their ability to handle change effectively, and a 26% improvement in the quality of their relationships with their coworkers. TalentSmartEQ's two level program helps broaden awareness of the role emotions have in day-to-day interactions and gives specific EQ practice strategies that help trainees achieve their professional goals.

## THE CASE FOR EQ IN ENGINEERING

When a manager at AT&T Bell Labs was asked to rank his top performing engineers, high IQ was not the single deciding factor. Instead, how the person interacted with others, and how good they were at collaborating and networking with colleagues were the reasons he gave as to why he chose the engineers he did.<sup>1</sup> High emotional intelligence is not only the key to better evaluations and more promotions for the individual, but is conducive to a happier, more functional workplace.



Emotional intelligence is your ability to recognize and understand emotions in yourself and others, and your ability to use this awareness to manage your behavior and relationships. EQ is made up of four skills that are paired under two primary competencies: personal competence and social competence.



## Personal Competence

Personal competence is made up of your self-awareness and self-management skills, which focus more on you individually than on your interactions with other people. Personal competence is your ability to stay aware of your emotions and manage your behavior and tendencies.

- Self-Awareness is your ability to accurately perceive your emotions and stay aware of them as they happen.
- Self-Management is your ability to use awareness of your emotions to stay flexible and positively direct your behavior.



## Social Competence

Social competence is made up of your social awareness and relationship management skills; social competence is your ability to understand other people's moods, behavior, and motives in order to improve the quality of your relationships.

- Social-Awareness is your ability to accurately pick up on emotions in other people and understand what is really going on.
- Relationship Management is your ability to use awareness of your emotions and the others' emotions to manage interactions successfully.

### BRINGING IT ALL TOGETHER...

Helping your engineering professionals increase their emotional intelligence skills helps them better manage projects and stay in tune to other team member's needs, creating a workplace that runs like a well-oiled machine.

1. Riemer, Marc J. "Integrating emotional intelligence into engineering education." *World Transactions on Engineering and Technology Education* 2.2 (2003): 189-94. WIETE. Web. 1 Nov. 2017.

For more information about the TalentSmartEQ® Mastering EQ® training program, call 1-888-818-SMART, or visit us at [www.TalentSmartEQ.com](http://www.TalentSmartEQ.com)