



## DBEQ Team EQ™ \$29.25

Congratulations on your decision to buy DBEQ Team EQ™ - a great tool for creating opportunities to conduct safe conversations between team members to improve their emotional intelligence (EQ), how they react to each other and how they collaborate. It can be facilitated during team meetings or in a one-on-one conversation.

Here's how it works.

There are six *Team EQ Competencies*, each having three attributes related to building emotional intelligence on the team. Each attribute has relevant questions to get the conversation started and suggestions for how to approach the discussion.

Simply pick a competency and an attribute, pose one or more of the questions to the team and allow 20-30 minutes for discussion. If you need ideas for how to approach the discussion, use the suggestions provided.

### **The *Team EQ Competencies* are:**

**Impulse Control**      We respond effectively, resisting urges to react purely on emotion.

**Social Awareness**      We are tuned in and aware of others' emotional reactions.

**Optimism**      We look for the positive aspects and seek ways to remove obstacles.

**Empathy**      We are able to see others' viewpoints without critical judgment.

**Adaptability**      We can adjust to changing directives and directions as needed.

**Assertiveness**      We are able to assert ourselves without becoming aggressive.

Because each of these *Team EQ Competencies* has three associated attributes you can discuss, you can have 18 different conversations around how to build more Team EQ. If you add these to your monthly team meetings, you have a year and a half worth of emotional intelligence building!

Additionally, to get the most out of these sessions, we recommend that you encourage team members to create a simple action plan around the Team EQ attribute discussed in each meeting and focus on that plan until the next meeting. They can report on their progress and share success stories.

**Buy DBEQ Team EQ™** and help your team start collaborating and working better together today!

# Sample Discussion

## Instructions:

Allow 20-30 minutes for discussion.

Set the stage by stating that Team EQ has several aspects, including Impulse Control, Social Awareness, Optimism, Empathy, Adaptability and Assertiveness. Have a slide or a flip chart with these listed for ease of reference. The goal is to demonstrate emotional intelligence in all aspects and the starting point is getting everyone on the same page as to how that is done.

Share that the focus of today's Team EQ building discussion is **Optimism**. Display the definition of Optimism as listed below on a flip chart or slide and then display the **Team EQ Attribute**.

Facilitate a discussion around how to demonstrate this attribute by using the **Questions for the Team** or make up your own.

**Note:** It is important to create a positive and safe atmosphere for these discussions. Keep the focus on how the team as a whole can improve, not individuals.

| Optimism   |  |
|--|--|
| We look for the positive aspects and seek ways to remove obstacles.  |  |
| Team EQ Attribute  | Questions for the Team   |
| We handle setbacks effectively, seeking alternate solutions instead of giving up.  | What kinds of setbacks do we face?<br><br>Are there occasions when it is appropriate to give up? |
| Suggestions  |  |
| Discuss obstacles or setbacks the team has faced while working on projects and identify where team members were creative in crafting alternate solutions.<br><br>Explore occasions when the team felt there were no good alternate solutions and discuss how they could maintain a positive outlook regardless of the setback. |  |