

EQ #6

Picture Yourself

EQ Target

	Self-Awareness and Control
	Empathy
✓	Social Expertness
	Personal Influence
✓	Mastery of Vision

Objectives

- To help participants visualize themselves in successful situations
- To encourage participants to act on their thoughts
- To build successes with employees by visualizing actions that are consistent with the goal of building employees' sense of importance

Estimated Time

60–90 minutes

Materials

Emotional Intelligence Exercise #6

Uses

- Training workshops on leadership
- Private coaching sessions with all levels of leaders

Risk/Difficulty

Low

Coaching Tips for the Coach/Trainer

The ultimate point of training or coaching is to get the participant to act in a way that will produce the desired result with the employee. One step that is often assumed yet not always realized, is that the leader can picture himself or herself successfully implementing the desired behavior. This visualization step precedes action. Therefore, visualization is very important to eventual behavior change on the part of the participant.

50 Activities for Developing Emotional Intelligence

This exercise offers a mental rehearsal of the desired actions. It allows the participant to prepare himself or herself so that when the situation and opportunity occur, the desired behaviors will follow.

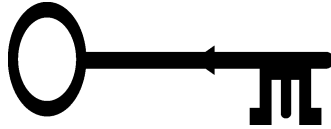
Motivation for reaching goals is a critical part of emotional intelligence. Visualization is an important step in creating the motivation for successfully implementing a goal.

Trainer's/Coach's Notes

	Approximate Time
<p>1. Overview</p> <p>Explain to the individual or group that one of the most important components of emotional intelligence is motivation to act on one's goals. Emotional competence is characterized by the ability to initiate positive actions toward goals and maintain one's motivation and optimism despite roadblocks. Explain that rehearsal is a very important part of success. Just as you would prepare yourself for a job interview or a presentation to senior management, you should prepare yourself for positive interactions with your employees.</p>	1 minute
<p>2. Objective</p> <p>"The purpose of this exercise is to help you visualize yourself in positive actions and words with your employees. These positive actions will be related to giving your employees a sense of importance aimed at both the tasks your employees perform and also building the sense of significance with the employees. It is important to develop this sense of significance with employees each and every day."</p>	1 minute
<p>3. Give Directions</p> <p>A. Give the participant(s) Exercise #6.</p> <p>B. Ask each participant to think about each of his or her employees. "Visualize a typical workday and the interactions you have with your employees each day."</p> <p>C. "Imagine yourself as an expert who knows exactly what to do and say to give people a sense of significance and to help employees see the value in the tasks they perform each day."</p> <p>D. "What could you do or say to each employee that would add to their sense of significance?"</p>	30-60 minutes

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<p>E. “For each employee that reports to you, imagine having this conversation or taking some action to bolster their sense of importance. What exactly would you say or do? Where would you be when you are having this conversation or taking this action? Listen to your voice. How does it sound? What is your body language suggesting?”</p> <p>F. Repeat this visualization for each employee.</p> <p>G. Take notes for each visualization. Write down exactly what you would say or do, what you look like, sound like, etc.</p> <p>H. Indicate a date in which you will talk to each of your employees.</p>	
<p>4. Debrief</p> <p>A. Follow up with participants to determine if they acted on their visualizations. Ask them to report what went well, and what did not produce the desired result. Discuss why.</p>	30 minutes



Emotional Intelligence Exercise 6

Picture Yourself — As you think about the idea of giving importance and significance to the people and the tasks they perform in the workplace, imagine yourself as a true expert in this area. As this great expert, what would you picture yourself doing every day with each of your employees? Get creative and imaginative. What do your pictures look like? Make a list below that describes how you will give your employees a sense of importance and how you will elevate the importance of their tasks. These should be specific things you can picture yourself doing in your workplace starting right now.

Name _____

I will bolster this employee's sense of significance in the following ways

Name _____

I will bolster this employee's sense of significance in the following ways

Name _____

I will bolster this employee's sense of significance in the following ways

Name _____

I will bolster this employee's sense of significance in the following ways

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