**Topic 2 DQ 1**

**Name**

**Program Name**

**Course Title**

**Instructor Name**

**Date**

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Emotional intelligence is the ability of an individual to understand their emotions and emotions of other people and how these emotions affect behaviors, and then using this information to guide one’s thinking and behavior (Gilar-Corbi et al., 2019). Individuals with a high level of emotional intelligence are aware of their feelings, the meaning of their emotions, and how emotions can affect other individuals. Emotional intelligence is thus an important aspect of leadership because leaders with high emotional intelligence have good relationships with organizational employees, manage the teams effectively, and know-how to interact with people at the workplace. Issah (2018) further explains that emotional intelligence is an essential leadership skill because emotionally intelligent leaders create a supportive environment in the workplace and promote open communication for organizational workers. Moreover, emotionally intelligent leaders are able to facilitate changes and manage the emotions that come with organizational changes. Emotional intelligence enables leaders to identify the essential talents to build a winning team, as well as the capacity to overcome resistance to change (Gilar-Corbi et al., 2019). Emotional intelligence is the most vital component that contributes to increased morale, motivation, teamwork, cooperation, as well as a positive work environment.

Self-awareness is among the five components of emotional intelligence and it is the center of everything as it describes the ability of an individual to understand their weaknesses and strengths, as well as recognize one’s emotions and how the emotions affect an individual and the performance of the team (Issah, 2018). Self-awareness helps an individual to manage the distressing emotions, have empathy, and form effective relationships. Individuals who have a high level of self-awareness are able to evaluate and compare their behaviors to internal values and standards (Prezerakos, 2018). People with self-awareness can identify their weaknesses and improve their weaknesses. For example, a leader in an organization or department may discover that the quarterly report of work is below the expected standards and performance. Such an individual engages in a self-evaluation to identify the root cause of the discrepancy and formulate a plan to improve on the weakness. The person then identifies the weakness can be improved by participating in a professional development course to improve the skills related to this aspect.

Moreover, individuals with a high level of self-awareness are able to collaborate with others, create synergy, and interact well with everyone (Tanui et al., 2018). For example, they can effectively build relationships that make all team members feel valued, and that their concerns are valued and will be addressed. Leaders with a high level of self-awareness celebrate the success of organizational workers, support and encourage the employees to learn, and develop their skills. They also motivate and inspire those around them and empathize with their employees. Therefore, people with a high level of self-awareness are likely to form more productive teams and improve performance at their workplace.

**References**

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