

Module 6: Stress Management

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Facilitator Comments



Stress Management

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Stress Management

 **3 min.**

 *(Facilitator note: Introduce the series, and self)*

Welcome to the last of the five composites in the EQ-i 2.0 model, Stress Management. To date, you have completed the Self-Perception, Self-Expression, Interpersonal, and Decision Making composites in this series.

As with the previous modules, you will explore in greater detail the composite and the three subscales related to this portion of the model. Have your personal EQ-i 2.0 report handy so that you can follow along.

Module 6: Stress Management

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Objectives

In this module you will learn...

- Definition of the Stress Management composite
- Definition and overviews of the subscales connected to this composite:
 - Flexibility
 - Stress Tolerance
 - Optimism
- Well-Being & Happiness
- Techniques to enhance skill development for this composite



Slide 6



Objectives

 **1 min.**

This module will focus on the Stress Management composite, which relates to the ability to cope with stressful situations and be resilient in the face of obstacles.

In this module, you will learn:

- An overview and definition of the composite.
- A description of the three subscales related to the composite—Flexibility, Stress Tolerance, and Optimism, as well as Well-Being—and an understanding of the characteristics of those who score high and low.
- Techniques for enhancing your emotional intelligence skill development.

Let's get started!

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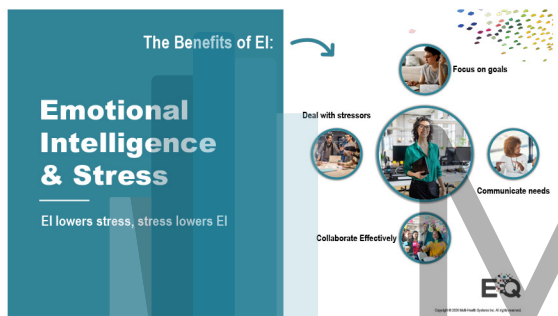
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Slide 11

Emotional Intelligence and Stress

2 min.

Whether we experience positive or negative outcomes from stress depends on many factors. Like everything in life, it's never just one thing. This can include the nature and intensity of the stressor itself, one's innate hardiness and resilience, early childhood experiences, stress management techniques, mindset and more.

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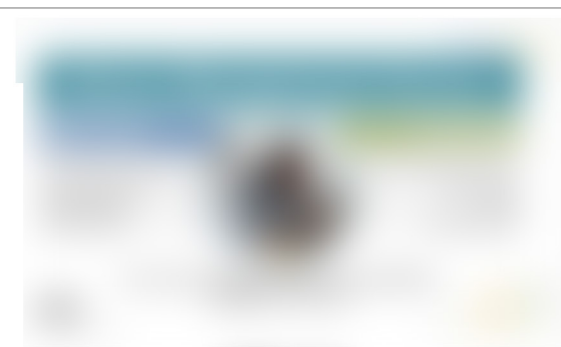
Slide 11 (Continued)

Emotional Intelligence and Stress (Continued)

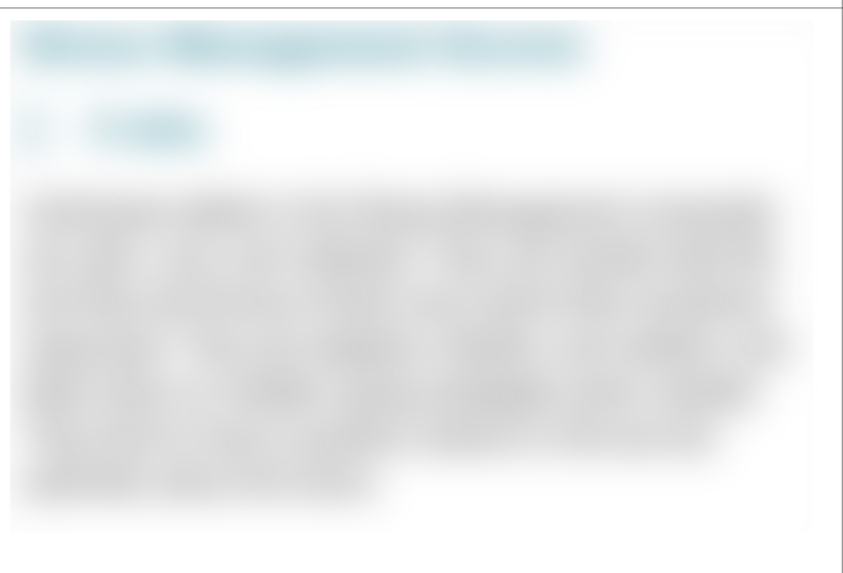
 **2 min.**

The impact of stress on EI can be observed with the EQ-i 2.0 assessment itself, as research indicates that people who take the assessment while feeling stressed tend to score significantly lower. Effectively managing stress is essential to our Self-Perception, Decision Making, Interpersonal Relationships, and just about every other facet of EI.

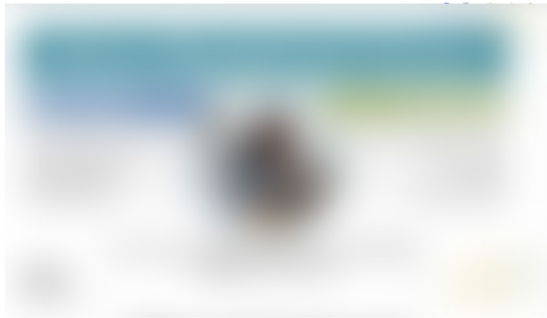
The importance of EI as a buffer to the negative effects of stress has been demonstrated in many studies, including those looking at nurses, academics, managers, and IT professionals. High EI can help one to handle issues that may be causing them stress, enabling them to speak up for themselves, communicate their needs, stay focused on their goals, and collaborate with others effectively. Beyond that, high EI helps people adapt to changes, maintain a positive outlook, and stay calm in the face of challenges.



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Stress Management Subscales

"Coping, adapting and remaining positive in unfamiliar situations"

Flexibility: adapting emotions, thoughts & behaviors

Stress Tolerance: coping with stressful/difficult situations

Optimism: positive attitude/outlook on life; hopeful, resilient

EQ

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Stress Management Subscales

 1 min.

The Stress Management composite consists of three subscales: Flexibility, Stress Tolerance, and Optimism.

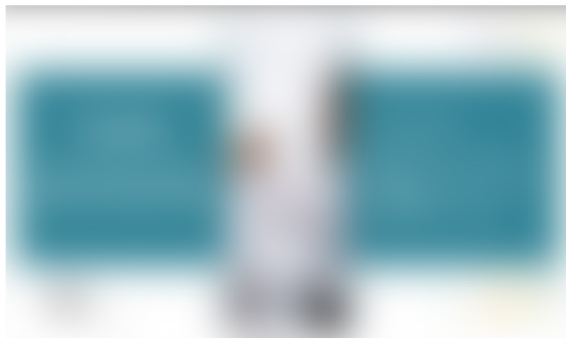
Flexibility is one's ability to adjust emotions, thoughts, and behaviors in new and unfamiliar circumstances.

Stress Tolerance is the ability to cope with stress and persevere through pressure and challenges in a positive manner, without developing emotional or physical symptoms.

Optimism is about maintaining a positive outlook on life, even in the face of adversity.

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Higher Scorers	Lower Scorers
Open to change; view change as refreshing and necessary	Values tradition; uneasy with change
Adaptable and resilient	Rigid in thinking and behavior
Comfortable with uncertainty and Changing their opinions	Uncomfortable with uncertainty and unwilling to modify options

Can you recall a time that you needed to be flexible to overcome a challenge?

EQ

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Flexibility Scores

3 min.

People who are higher in Flexibility can take things in stride and see the benefit of change. They are more adaptable and resilient. They can modify their behavior in new situations and are comfortable exploring and trying new things. They are comfortable with uncertainty and are open to changing their opinions.

People who are lower in Flexibility tend to value tradition and find comfort in predictability and routine. They prefer to do things the way they've always been done and tend not to embrace change. They may be rigid thinkers and may dig in their heels against opposing views rather than change their opinion.

Can you recall a time that you needed to be flexible to overcome a challenge?