

Pathway

- Well-being
- Toxic Workplaces
- Emotional Intelligence
- Brain Science of EQ
- Self Awareness
- Self Control
- Enhancing Relationships
- Building an Emotionally Intelligence Org

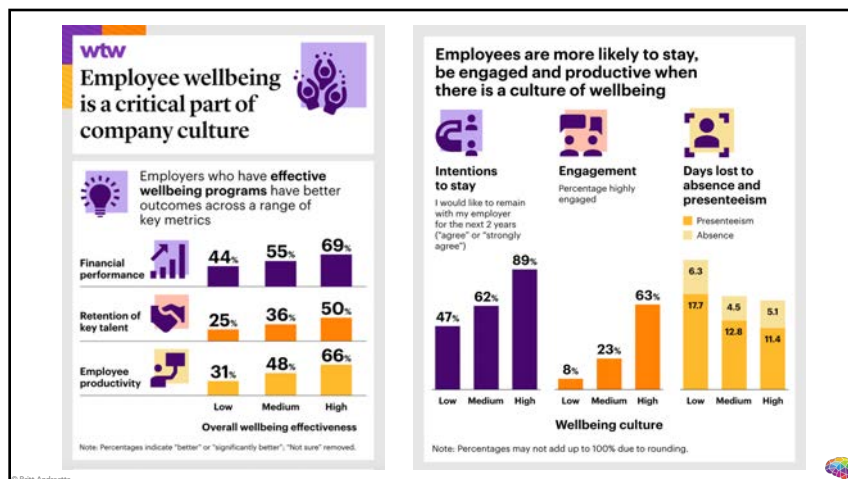
My Journey

Childhood abuse > crippling panic attacks as adult

Spent 10 years avoiding anything that made me feel "trapped" (planes, cars, movie theaters, public speaking)

Focused on healing myself

Discovered the amazing research on well-being, resilience, and emotional intelligence

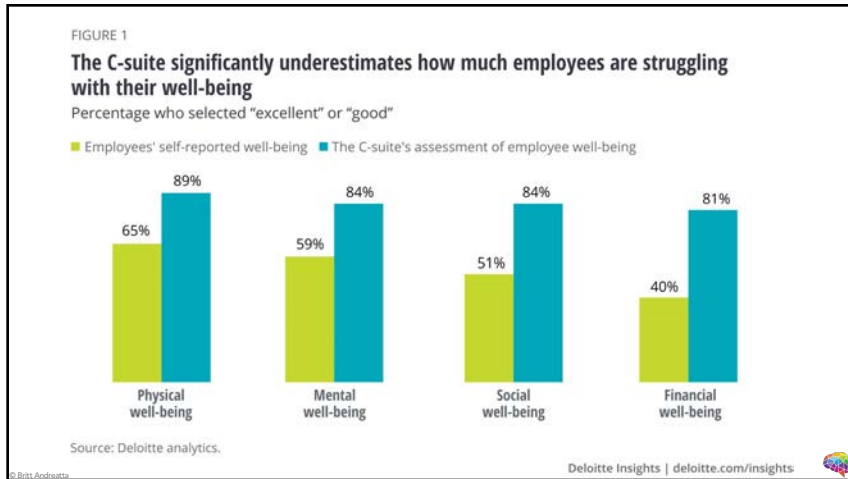


Engagement & Well-being

GALLUP

In fact, employees who strongly agree that their employer cares about their overall wellbeing are:

- 69%** less likely to actively search for a new job
- 71%** less likely to report experiencing a lot of burnout
- 36%** more likely to be thriving in their overall lives
- 5X** more likely to trust the leadership of their organization
- 5X** more likely to strongly advocate for their org as a place to work



A toxic corporate culture is **10.4X** more powerful than compensation in predicting a company's attrition rate

87% of employees say they have been under a toxic manager

30% have had this experience with more than one manager

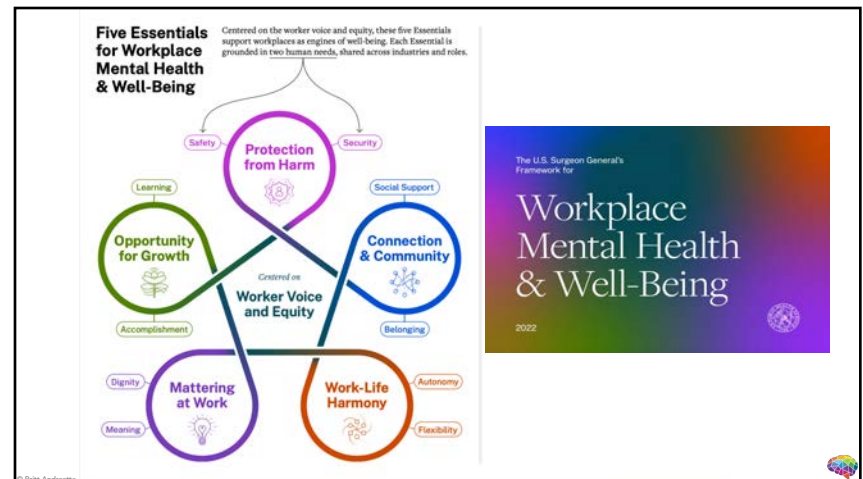
BUSINESS INSIDER
Nearly a 3rd of American workers say they go to therapy to cope with their toxic bosses, new survey finds

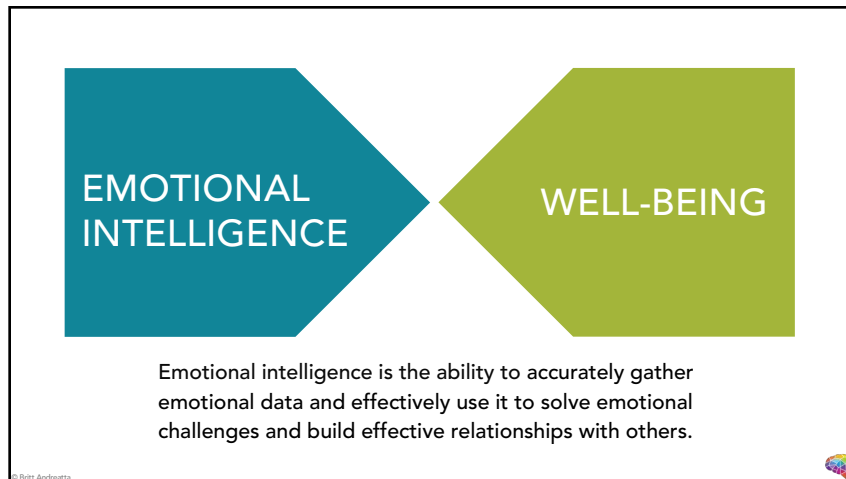
Aaron Mok Nov 14, 2023, 1:19 AM PST

American workers with toxic bosses are turning to therapy to cope, a Harris Poll survey found.

Impact of toxic managers:

- Increased anxiety (51%)
- Mental fatigue (44%)
- Physical symptoms (33%)
- Increased depression (32%)
- Decline in engagement (30%)
- Questioning of skill set (30%)
- Decline in productivity (24%)
- Decline in performance (24%)
- Misdirected stress on friends/family (21%)





Data on EQ

EQ is **2X** more predictive of performance than IQ

EQ accounts for **80-90%** of competencies that differentiate top performers

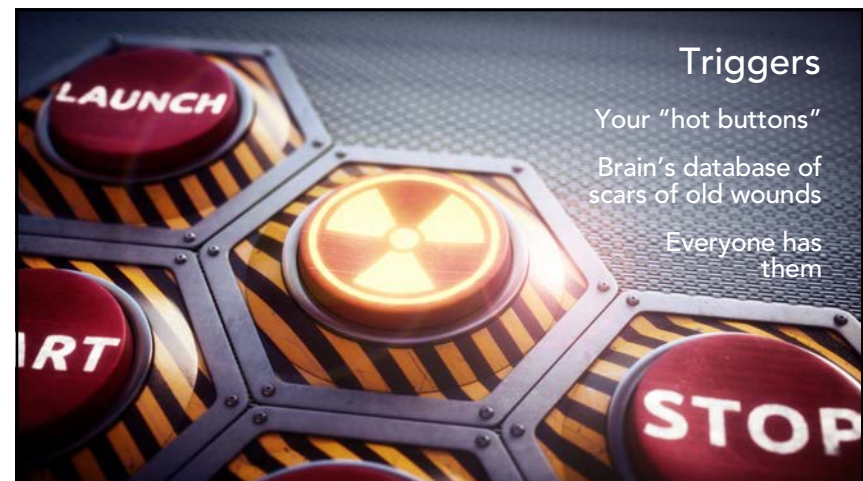
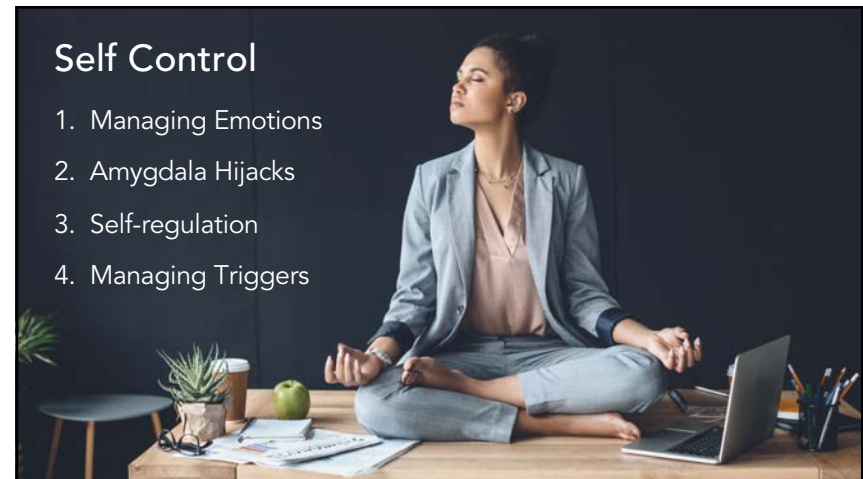
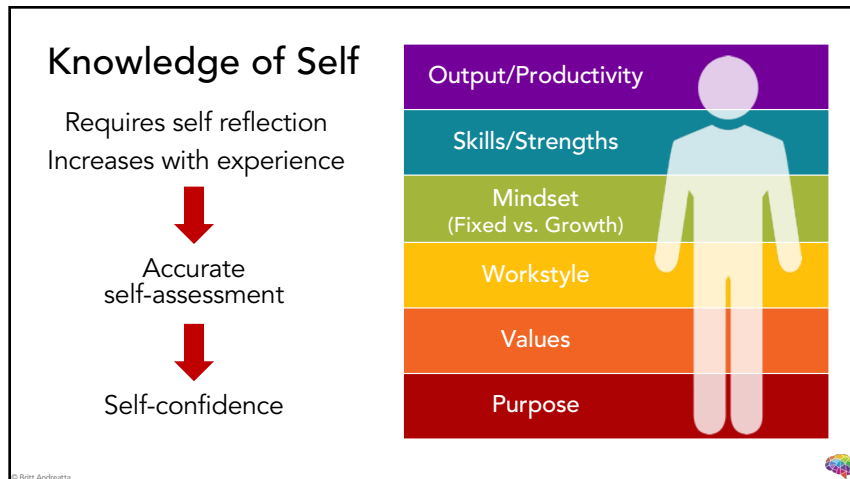
75% of careers are derailed for reasons related to emotional competencies

EQ: 4 Quadrants > 20 Competencies

	Personal Competence	Relational Competence
Knowledge	Self Awareness <ol style="list-style-type: none"> 1. Knowledge of self 2. Accurate self-assessment 3. Self-confidence 	Awareness of Others <ol style="list-style-type: none"> 1. Empathy 2. Service orientation 3. Organizational acumen 4. Appreciating diversity
Management	Self Control <ol style="list-style-type: none"> 1. Emotional self-control 2. Integrity 3. Achievement drive 4. Adaptability 5. Initiative and innovation 6. Learning orientation 	Building Relationships <ol style="list-style-type: none"> 1. Communication 2. Developing others 3. Facilitating team performance 4. Managing Conflict 5. Building influence 6. Catalyzing change 7. Inspirational leadership


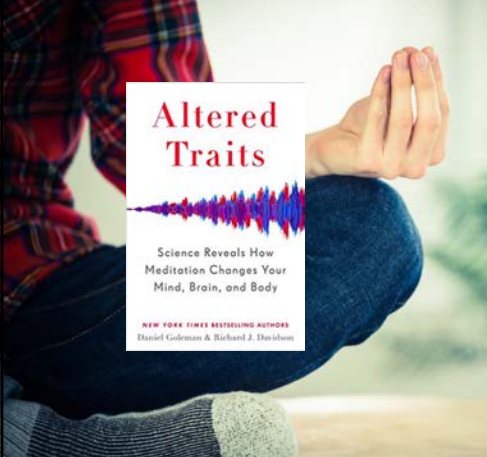
Fight vs. Flight/Freeze/Fawn

Fight <ul style="list-style-type: none"> Physical aggression Criticism Contempt Sarcasm Shaming Teasing 	Flight/Freeze/Fawn <ul style="list-style-type: none"> Fleeing Withdrawal Defensiveness Excuses Blaming Pleasing
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Range of Traumatic Events

- Military combat/war
- Natural disasters
- Accidents
- Medical conditions
- Victim of a violent crime
- Sexual assault or molestation
- Refugee and hostage situations
- Childhood/domestic abuse
- Addiction
- Mental health challenge





Benefits

- Reduces reactivity of amygdala
- Increases resilience to stressors
- Shifts unconscious bias
- Decreases inflammation
- Slows aging process
- Eases pain, anxiety, and depression at same levels as prescription drugs

Empathy

DDI ranks empathy as the **#1 leadership skill** reporting that leaders who master empathy perform more than **40%** higher in coaching, engaging others, and decision-making



Business Case

