

## EQ IN ACTION

### THRIVING THROUGH CHANGE

An emotionally intelligent change management approach means we are focused on what is in our control; namely, how the change impacts us and what we can do to thrive through it. Our ability to manage change is firmly rooted in our emotional intelligence skills development, which must be as constant as change is.

While each of the four core EQ skills directly impacts our ability to manage change, a common example is self-management. Our self-management helps us approach change with a growth mindset and adaptability, adjusting our behaviors to align with evolving needs and priorities. When we take control of our self-talk, a cornerstone strategy for enhancing self-management, we can formulate more positive and realistic thought patterns that directly impact and guide our behaviors in the face of change.

Change itself is information, what we do with it can be effective or ineffective, and our emotional intelligence is foundational to it all, guiding our way.



**“Research shows only 13.3% of us consistently embrace change early on. Emotional intelligence allows us to be more flexible and open to new possibilities, leading to greater job satisfaction and career success.”**

Dr. Travis Bradberry & Dr. Jean Greaves,  
Emotional Intelligence 2.0

#### COURSE DETAILS

This session is an exploration of resilience and adaptability, learning how to embrace uncertainty, navigate transitions, and cultivate a mindset to not only survive but thrive in times of change. Session participants learn how to approach change with an EQ mindset, toolset, and skillset, and leave with an EQ framework to manage change effectively.

#### LEARNING OBJECTIVES

- ✔ Define change.
- ✔ Explore benefits and challenges to change, individually, in teams, and as part of organizations.
- ✔ Discover how to approach change with emotional intelligence.
- ✔ Practice applying the EQ Change Framework.

#### LEARNING OUTCOMES



##### Enhanced understanding of change management:

Participants will leave the session with a concrete understanding of what change is, why it is crucial, the reasons it can be challenging to navigate, and considerations for planning, implementing, and managing change initiatives.



##### Improved adaptability:

Participants will cultivate a mindset of adaptability and resilience, enabling them to respond positively to change, regardless of how they feel about it emotionally.



##### Improved skill in leveraging emotional intelligence in managing change:

Participants will get practice using the EQ Change Framework to apply EQ strategies throughout a change experience to help them be more effective.

#### GET STARTED

**Click here** to learn more about EQ in Action, our new suite of programs designed to address critical challenges in any organization, or contact us at 1-888-818-SMART.