

'youwithyou'

2-day Emotional Intelligence Event

Introduction

Sometimes you are simply brilliant. At these times it seems that the whole universe conspires to deliver your wants and needs. But days like these are easily forgotten when you are operating at a level far from your best. Why can some people leave you feeling crumpled and inferior? And why can some situations send you into episodes of self-doubt? Do you truly understand why you are the way you are and what can bring out the best in you? Not many of us do.

YOUwithYOU is a two-day event that encourages self-indulgence! Here's one of those rare opportunities to think all about "me". We shed light on your behaviours, immersing you in challenging situations that will leave you in no doubt as to how you personally deal with change. This is the cream éclair of self-development, but much more wholesome and good for you. Jargon free, we get you to look at the words you use, the values and beliefs that shape your world and hold you back. If you lead and influence (who doesn't?) then it's vital that you understand why you react the way that you do.

The underlying principle

If you understand yourself, you are better equipped to handle situations involving others

What the event provides as outcomes

- You will understand what emotional intelligence is and why it is such a powerful determinant of success in business and life in general
- You will receive a personal report of your 'EQi® profile' on which you can identify specific action points for self-development
- You will recognise and understand some of your own key patterns of behaviour, underpinned by your core beliefs, rules and values as a starting point for self-directed learning
- You will understand how your performance is directly linked to your choice of emotion
- You will have tools and techniques that you can use to elicit the emotional 'shape' you want in order to increase your personal effectiveness
- You will understand how you deal with difficult situations that generate internal and external conflict

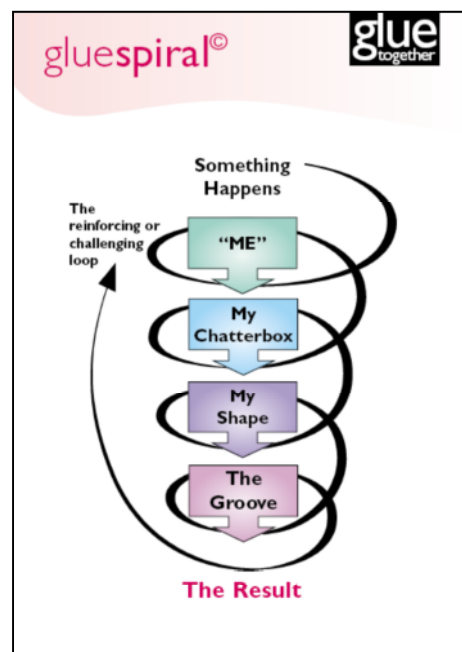
- You will be able to reframe what are perceived as negative situations, motivating yourself even when you feel that circumstances are beyond your control
- A greater clarity and awareness of yourself, your conditioned responses and habitual behaviours, will enable you to start choosing your behaviours when it matters most

Your commitment before and after the event

- You will complete a 45-minute online profile using the BarOn EQi®
- You will keep a brief diary leading up to the event, noting specific occurrences when you are the embodiment of true brilliance, and other times when you are not
- What you do after the event is entirely up to you!

The gluetogether facilitators

All facilitators are NLP trained and certified to use our Emotional Intelligence profiling tools. We are experienced coaches working in organisations at all levels to assist in the development of personal change, corporate change and business performance – and we are passionate about our work.



We use the gluespiral© to demonstrate that small changes can have a massive and positive impact on results

The event format

Our events are experiential – that doesn't mean roleplays – we work with the philosophy that the more real-life our activities are, the more relevant and simple they are to translate into the real world. In fact, the less our clients behave like 'delegates' and more like themselves, the better.

EQprofiling

The BarOn EQi® - as a self-test, the BarOn EQ-I® assesses skills associated with being emotionally and socially intelligent. It is used in a wide variety of settings, for screening, recruitment, to monitor the effectiveness of organisational change and to identify development needs. It has been proven to be useful when working on helping individuals to understand their own behaviours and to identify the behaviours that have the most positive impact on performance. Work in sales teams using the profiling tool has shown that there is a correlation between sales success and some of the EQi composite scales and subscales, suggesting that development work on these areas can have an impact on job performance.

The philosophy behind the BarOn EQ-I®

To be emotionally and socially intelligent is to effectively understand and express oneself, to understand and relate well with others, and to successfully cope with daily demands, challenge and pressures. This is based predominantly on our intrapersonal ability to be aware of ourselves, to understand our strengths and weaknesses, and to express our feelings and thoughts non-destructively. On the interpersonal level, to be socially and emotionally intelligent encompasses the ability to be aware of other's emotions, feelings and needs, and to establish and maintain cooperative, constructive and mutually satisfying relationships. Ultimately, being emotionally and socially intelligent means to effectively manage personal, social and environmental change by realistically and flexibly coping with the immediate situation, solving problems and making decisions. To do this, we need to manage emotions so that they work for us and not against us, and we need to be sufficiently positive, optimistic and self-motivated.

The BarOn EQ-i® is the most widely used measure of emotional-social intelligence to date (research BarOn 2004) and employs a 5-point Likert scale on 133 items to measure the frequency with which the respondent believes they act in a certain way. The items are divided into the following composite- and sub-scales:

EQ-I scales	The ESI competencies and skills assessed by each scale
INTRAPERSONAL	SELF-AWARENESS AND SELF-EXPRESSION:
Self-regard	To accurately perceive, understand and accept oneself
Emotional Self-Awareness	To be aware of and understand one's emotions
Assertiveness	To effectively and constructively express one's emotions and oneself
Independence	To be self-reliant and free of emotional dependency on others
Self-actualisation	To strive to achieve personal goals and actualise one's potential
INTERPERSONAL	SOCIAL AWARENESS AND INTERPERSONAL RELATIONSHIP:
Empathy	To be aware of and understand how others feel
Social Responsibility	To identify with one's social group and cooperate with others
Interpersonal Relationship	To establish mutually satisfying relationships and relate well with others
STRESS MANAGEMENT	EMOTIONAL MANAGEMENT AND REGULATION:
Stress Tolerance	To effectively and constructively manage emotions
Impulse Control	To effectively and constructively control emotions
ADAPTABILITY	CHANGE MANAGEMENT:
Reality Testing	To objectively validate one's feelings and thinking with external reality
Flexibility	To adapt and adjust one's feelings and thinking to new situations
Problem-Solving	To effectively solve problems of a personal and interpersonal nature
GENERAL MOOD	SELF-MOTIVATION
Optimism	To be positive and look at the brighter side of life
Happiness	To feel content with oneself, others and life in general

The higher the scores, the more positive the prediction for effective functioning in meeting daily demands and challenges.

Cost per event	Please contact for details
Delegates per event	10 recommended
Venue	Can be arranged at an additional cost

For more information about our products, please email change@gluetogether.com or call us on 0845 345 7036