

# EQ

## - Applied

Key areas where EQ can be applied include:

- Leadership Development
- Organizational Development
- Justice, Equity, Diversity, and Inclusion (JEDI) Work and Projects
- Executive Coaching
- Team Building

## - Defined

Emotional Intelligence or EQ is a set of emotional and social skills that influence the way we perceive and express ourselves, develop and maintain social relationships, cope with challenges, and use emotional information in an effective and meaningful way.

## - Centered

Why EQ?

- It gets at our emotionality and cognition, and the way they intersect.
- It highlights strengths and development areas in a way that's easy to understand and take action.
- It emphasizes the importance of emotion in our work lives and does so in a way that debunks bias and stereotypes about emotionality (with race, gender, culture).

It is best to understand that EQ is a proven key indicator – not the sole predictor – of performance and development potential. In addition, it is worth noting that one's EQ can change over time and can be developed in targeted areas.



for teams

## Scenarios

- ▶ New team that needs to hit the ground running
- ▶ Team with new leader
- ▶ Taking on a big challenge
- ▶ Team in conflict/crisis
- ▶ Team in plateau (needs to regenerate)
- ▶ Cross functional project groups
- ▶ Board development
- ▶ Engaging in JEDI work

## Offerings



### Team Workshops

- ▶ Half day or full day; one-off
- ▶ Up to 30 participants
- ▶ Includes:
  - EQ-i assessment and group debrief
  - EQ-i group report
  - One (1) coaching session for team leadership



### Team Coaching

- ▶ 3 / 6 / 9 months
- ▶ Up to 30 participants
- ▶ Includes:
  - Team meeting/kick-off
  - EQ-i assessment and group debrief
  - EQ-i group report with leader
  - Monthly coaching session with team
  - Wrap-up session

*Ready to explore EQ? Let's talk!*

**LIZ CRUZ**

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# Offerings



## EQ Program for Intact Corporate Teams

- ▶ Three (3) weeks
- ▶ Intact teams - this is not a "pick and send" situation, rather we are working with intact teams within organizations
- ▶ Includes:
  - EQ-i assessment and feedback with interpretation
  - 1/2-day workshop with hypotheses about team and its relative strengths and challenges
  - Team Report - overview of the range of team responses and diversity of team
  - Debrief of team leadership
  - Customized recommendations for team developed based upon the report, their questions, their problem statement, the retreat, and our conversation with leaders
  - Agenda and activities for follow-up meeting(s)



## Discovery Special

- ▶ EQ-i Assessment with 90-min. debrief
- ▶ Two (2) 50-min. coaching sessions
- ▶ Outcomes:
  - Your personal EQ profile
  - Insights from a master practitioner in a 1:1 setting
  - Action items for developing EQ
  - Support as you begin making changes to grow your EQ

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