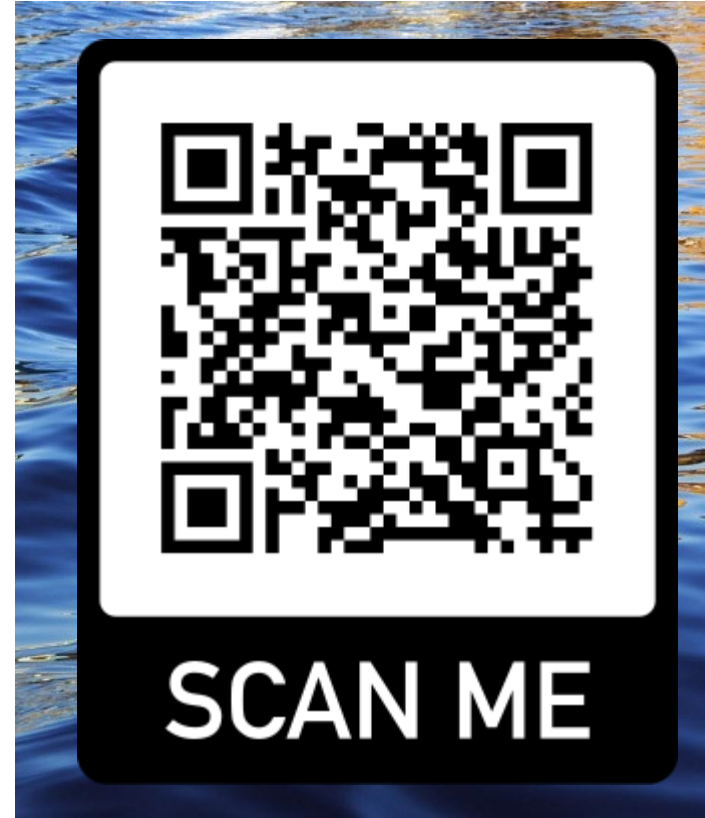


If you have not already, please use the QR code to take the assessment and save your scores from the last page.



Reducing Turmoil With Emotional Intelligence

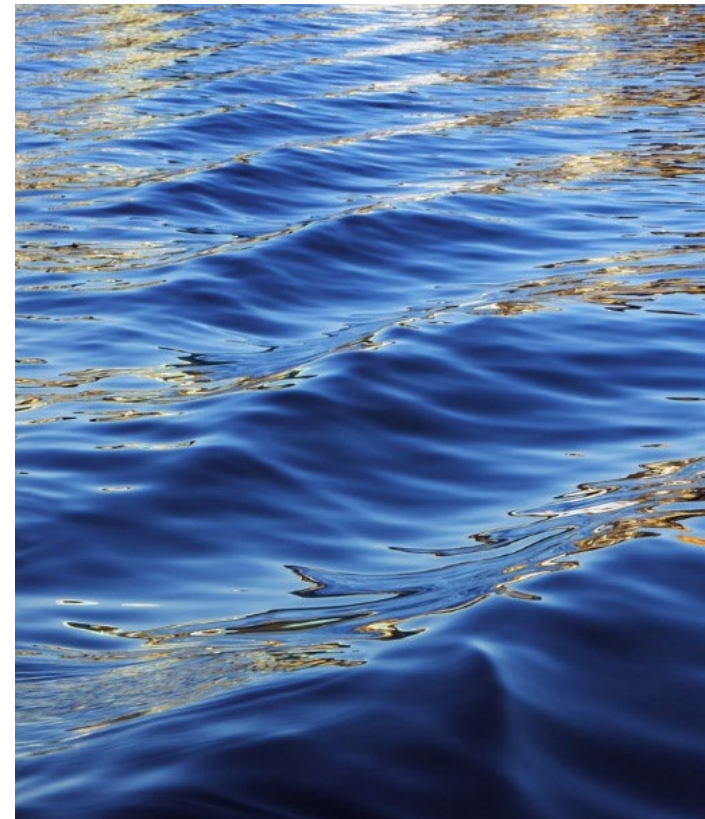


9:45 AM – 10:00 AM (Assessment)



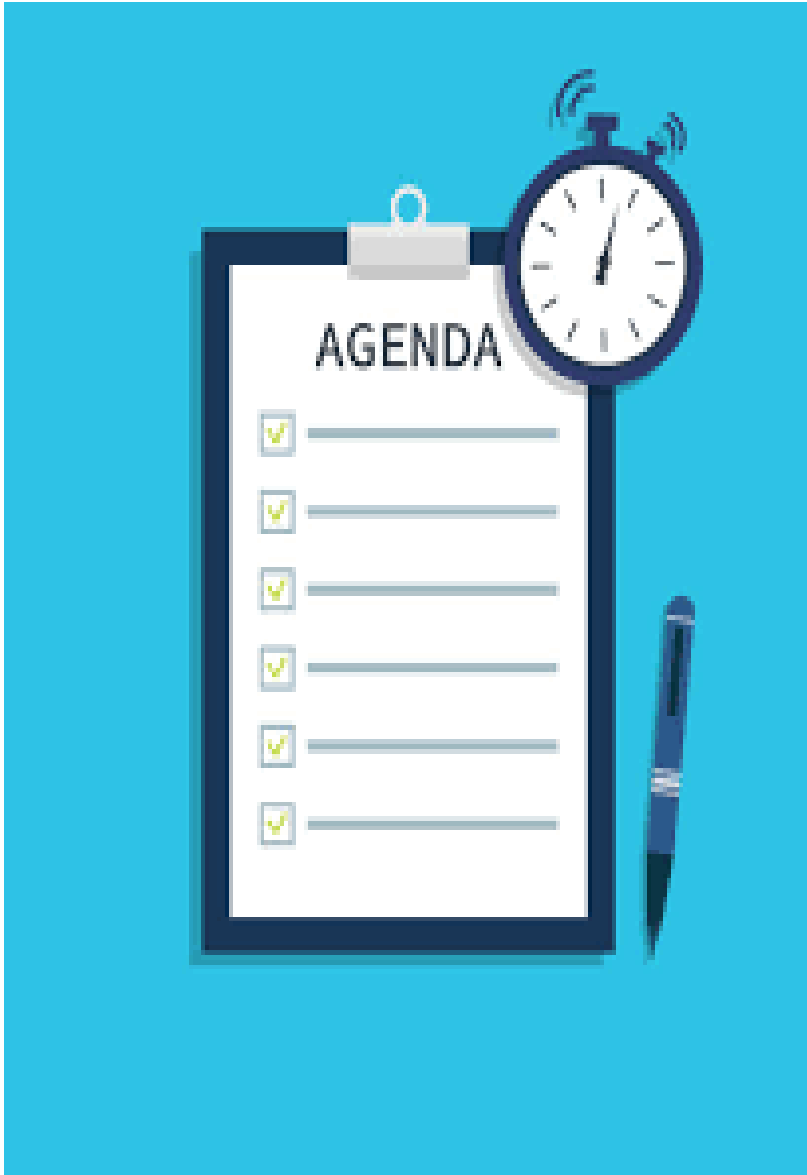
Reducing Turmoil with Emotional Intelligence

And Why it's Important



ALAN ROSEN, MPA, CERTIFIED 5 ARCHETYPES COACH

Agenda

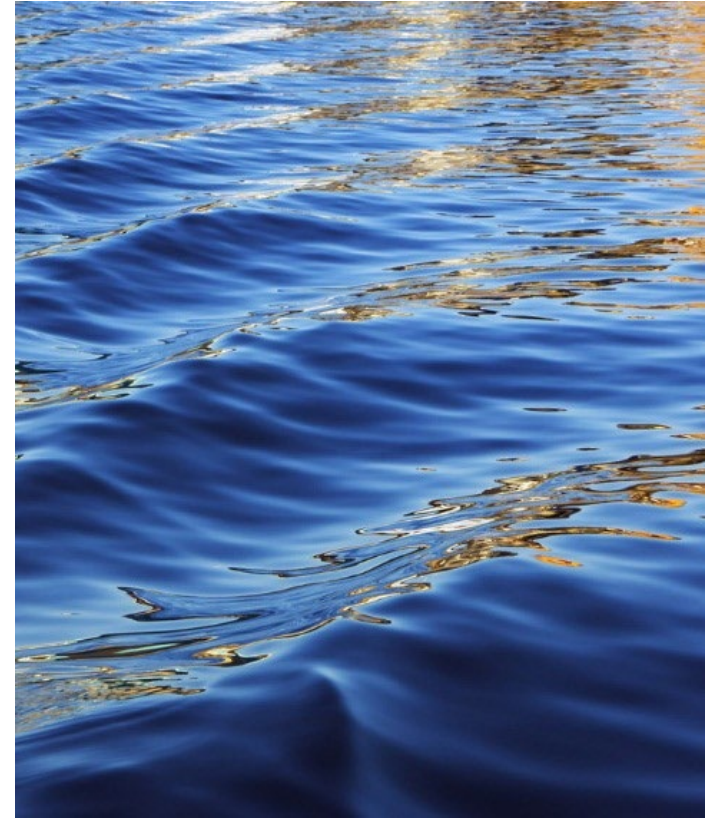


- Impacts of Turnover
- What is Emotional Intelligence (EQ)?
- Why is EQ important?
- How does the 5 Archetypes fit in?
- Solutions



Impacts of Turnover

It's not just financial



Forbes

Top 5 reasons employees leave

1. Toxic company culture (62%)
2. Low Salary (59%)
3. Poor Management (56%)
4. Lack of healthy work-life boundaries (49%)
5. Not allowing remote work (43%)

Does your org. need to evolve its EQ?

- High turnover rate
- Stress-induced sickness
- Backstabbing and gossip
- Communication gaps
- Employees have good and bad work attitudes

Impacts of Turnover



- Financial cost \$400,000+
- Reduced Productivity
- Knowledge and skill loss
- Disruption of teamwork and morale
- Additional burnout
- Recruitment challenges
- Cultural impact

Icebreaker:

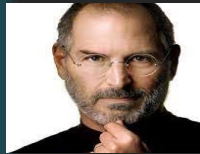
I am a leader
who...



... Is inspirational and charismatic!



... Is a committed humanitarian that makes sure everyone is in harmony.




... Strives for perfection, beauty, and morality.



... Is articulate, wise, and emulates and encourages introspection.

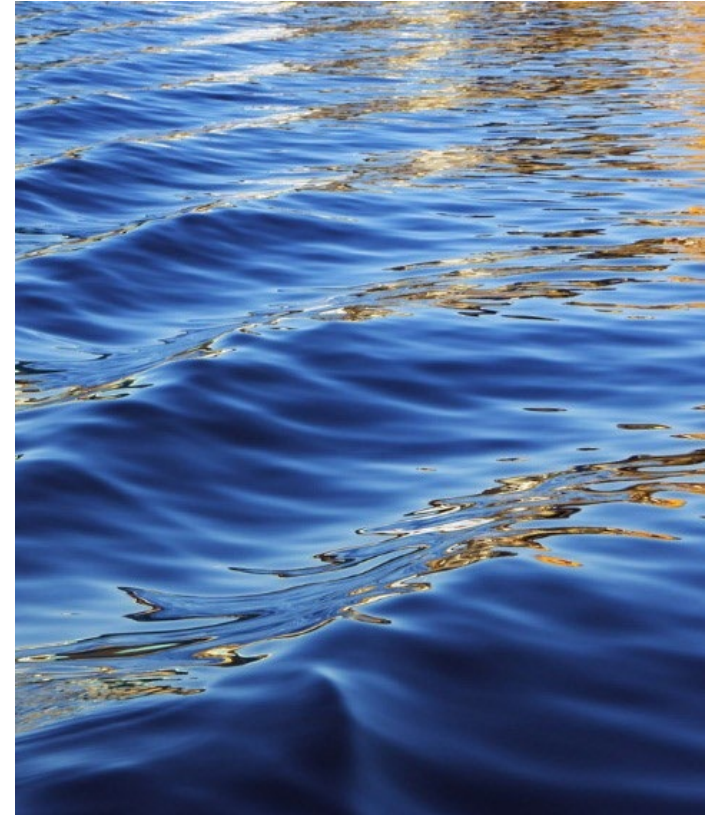


... Is a bold visionary, pushing to conquer new challenges and drive success.



Emotional Intelligence and Empathy

What is it and why is it important?



3 Components of People



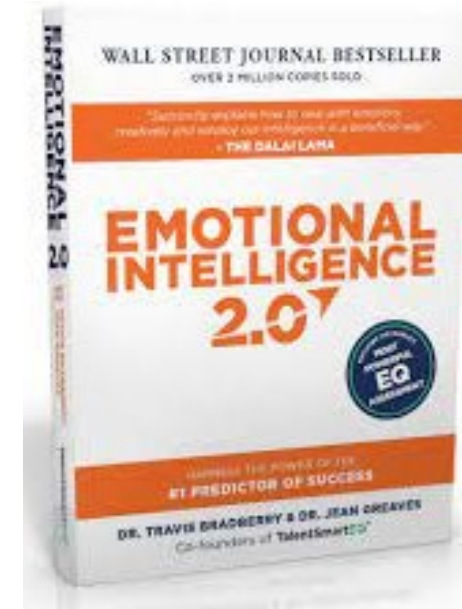
Reduce Turnover with Emotional Intelligence?



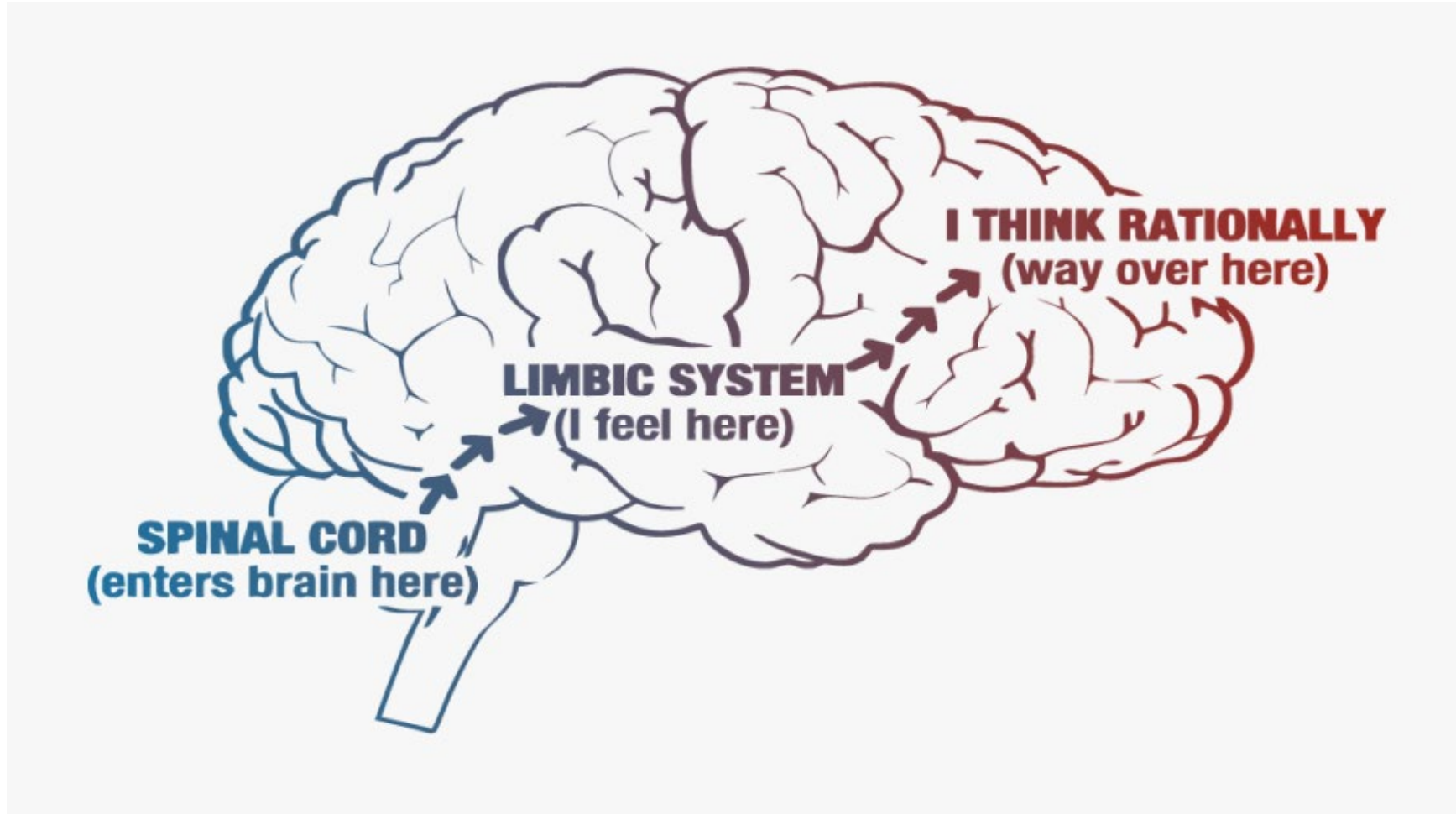
- Predict behavior
- Increase resilience during stress
- Improve relationships
- Reduce conflict
- Save money

Definition of Emotional Intelligence

“Emotional intelligence is your ability to recognize and understand emotions in yourself and others, and your ability to use this awareness to manage your behavior and relationships.”
– Emotional Intelligence 2.0 (page 15), Bradbury and Greaves, 2009.

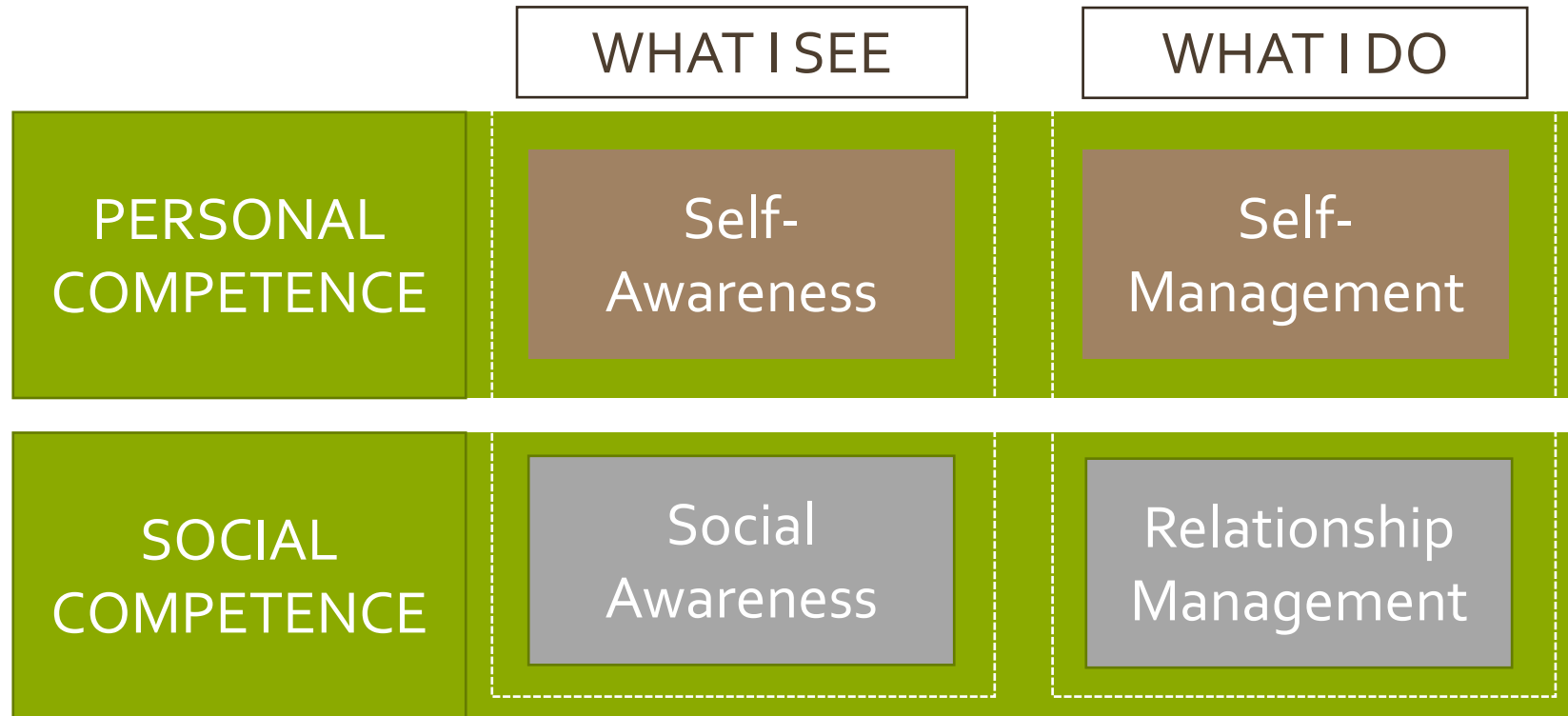


Biomechanics of Emotional Intelligence



4 Components of Emotional Intelligence

Emotional Intelligence



Growth vs. Fixed Mindset Continuum

Growth Mindset

Fixed Mindset



"Failure is an opportunity to grow"

"I can learn to do anything I want"

"Challenges help me to grow"

"My effort and attitude determine my abilities"

"The only thing I can control is myself"

"It's their fault I got angry"

"I know best"

"I have nothing to learn from anyone"

"Why should I even try? It's bound to fail"

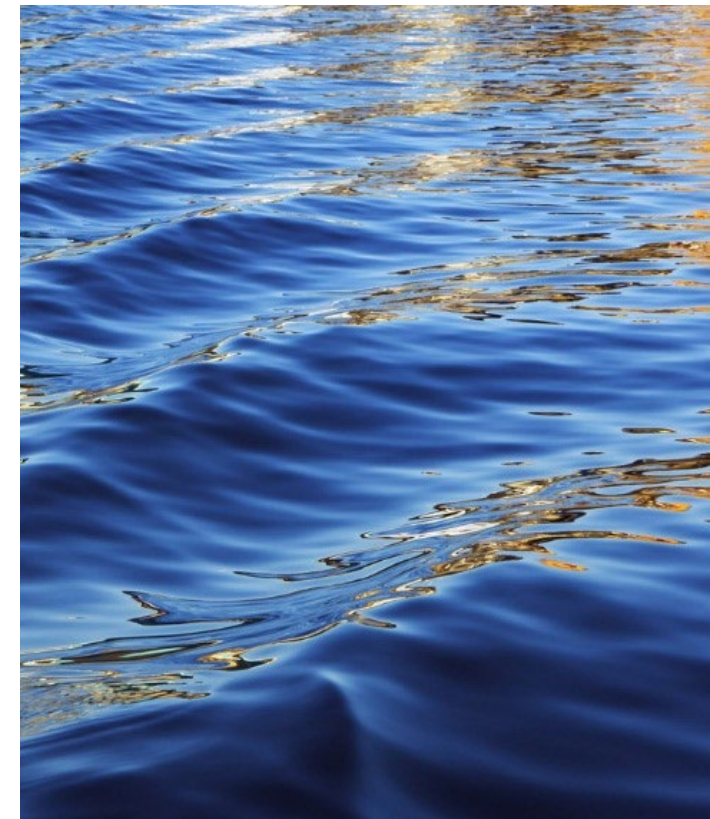
"Life would be easier if everyone else changed"



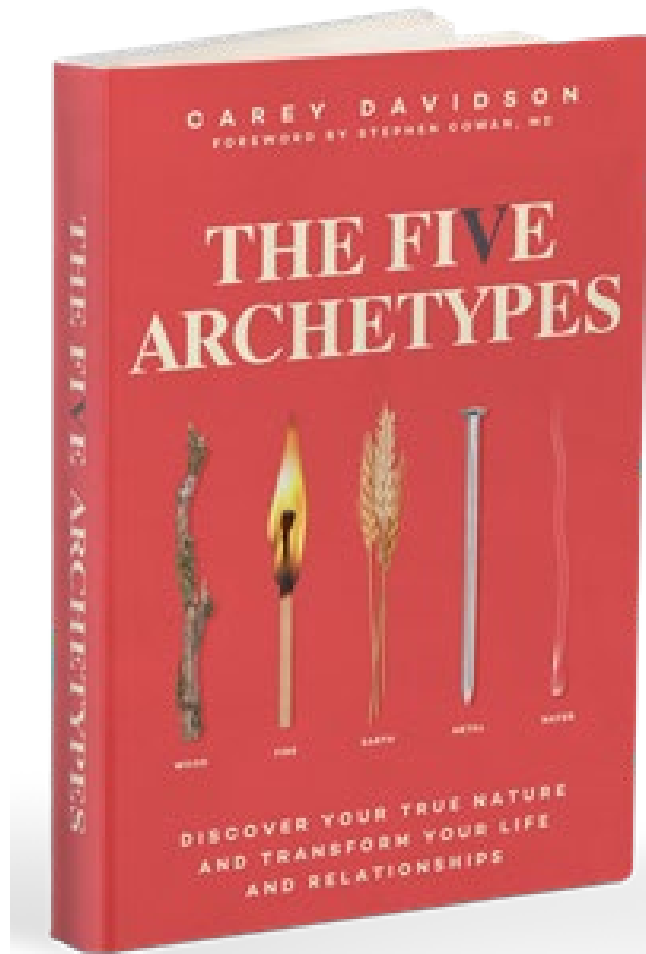


The 5 Archetypes

How does it fit in?



The Five Archetypes



Written by Carey Davidson



The Five Archetypes Method

Transformative Growth in Individual and Organizational Effectiveness

A powerful **tool** for **catalyzing** seismic shifts in
job **performance, relationships, and**
resilience to stressors.



The Five Archetypes Method

Transformative Growth in Individual and Organizational Effectiveness



It maps the natural human development process to the new skills people need to grow. It can **predict when, where, and in what dynamic context, individual and team performance setbacks will occur.**



The Five Archetypes Method

Transformative Growth in Individual and Organizational Effectiveness



Proactively **identify and strengthen where relationship problems are likely**, reinforce people's innate *strengths*, and **diffuse potential toxic or stagnant engagement patterns.**



#1 Question: How is 5A Different?



5 Archetypes

Teaches growth in skills, even those that aren't innate gifts.

Teaches resiliency to temporary discomfort to help build relationships.

Teaches how to connect and thrive, even with different engagement styles and perspectives.

Personality Assessments

Identifies what types of work people like and dislike.

Identifies my strengths and challenges.

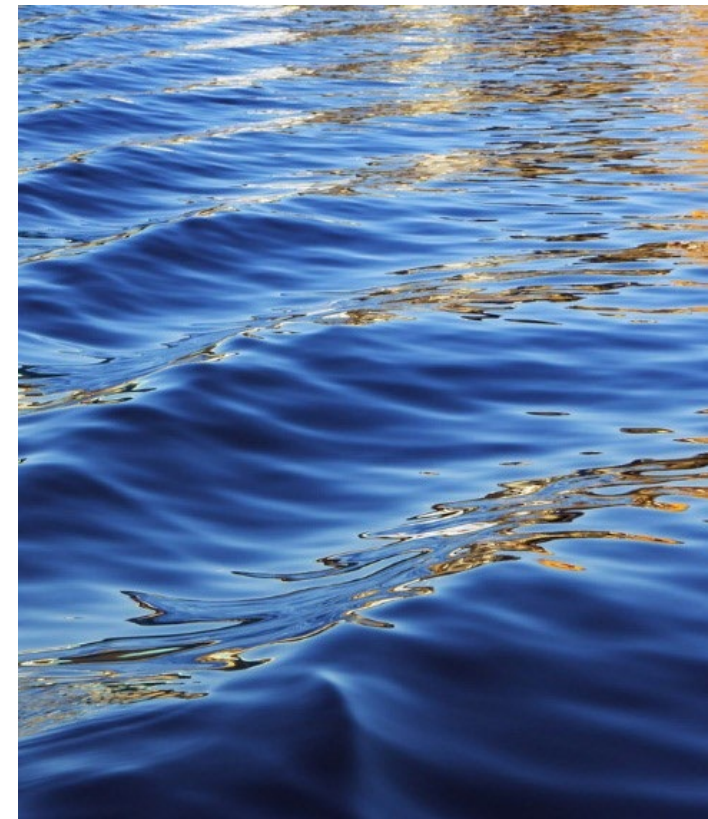
Identifies personality types.

EMPATHY

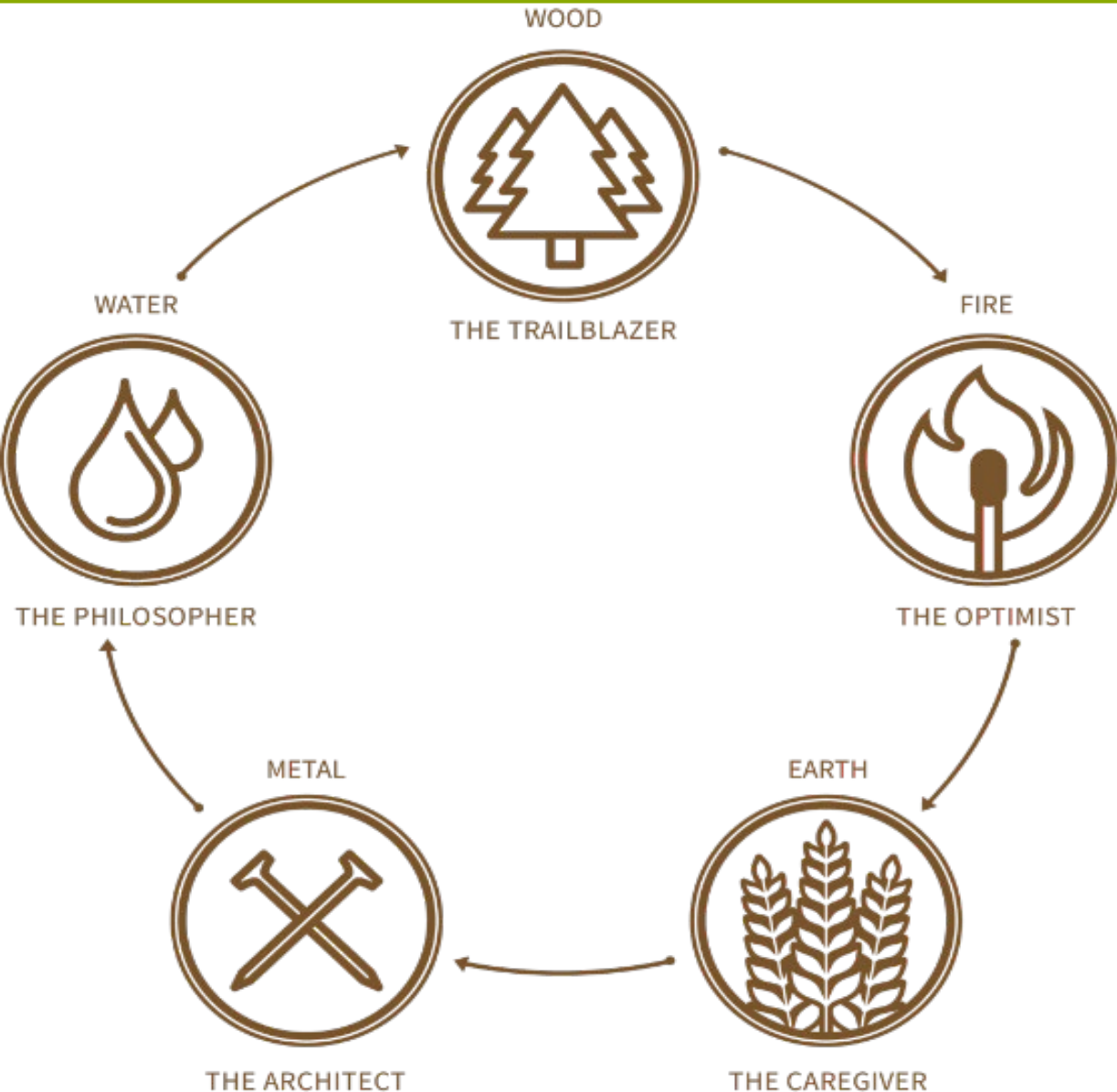




The 5 Archetypes



The 5 Archetypes



- Primary = highest score
- We have all elements
- Primary = greatest strength & weakness
- We overvalue our primary and undervalue others

The Wood Archetype



Gifts:

- Competitive
- Adventurous
- Seeks change and challenge

Under Stress:

- Fears restrictions
- Avoids a challenge if they may not win
- Intolerant, impulsive, impatient

The Fire Archetype



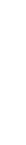
Gifts:

- Passionate & radiant
- Optimistic & playful
- Seeks contact & excitement

Under Stress:

- Fears disconnect from others
- Thinks sad is bad
- Gets bored easily

The Earth Archetype



Basic temperament:

- Team Player
- Seeks harmony
- Empathetic

Under Stress:

- Concerned about letting others down
- Indecisive
- Worry about separation from unity



The Metal Archetype



Gifts:

- Learns from the past
- Dignified and refined
- Reveres beauty
- Seeks order

Under Stress:

- Get stuck in details
- Believes making mistakes is bad
- Prone to disappointment

The Water Archetype



Gifts:

- Seeks knowledge and understanding
- Good listener, introspective
- Self-sufficient

Under Stress:

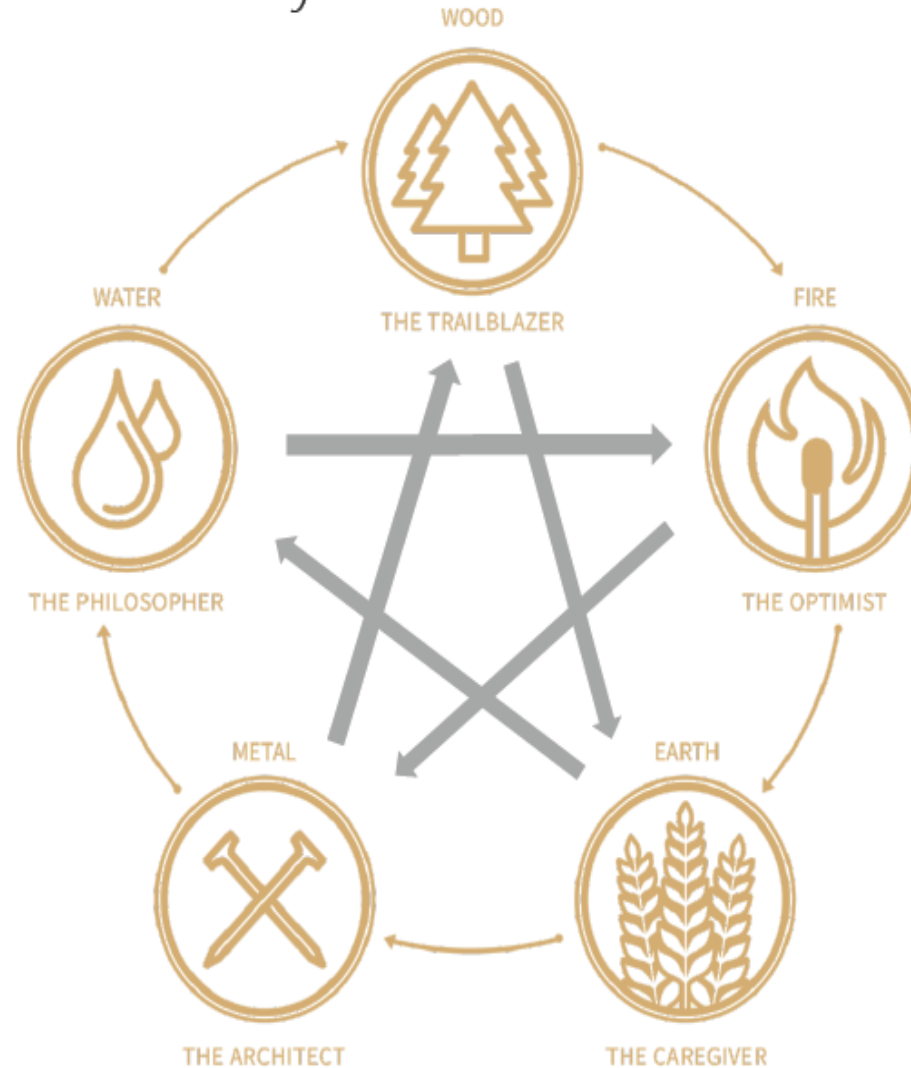
- Withdrawn
- absent-minded
- Rebuffs help even when needed

The Challenging Sequences

WATER - Stillness
extinguishes fire
expressions of joy

METAL - Boundaries confine
wood freedom

WOOD - Independent action
disrupts earth collaboration
and unity



FIRE - Play
interrupts metal
structure

EARTH - Sympathy
disrupts water alone time

EMPATHY



LACK OF EMPATHY





Solutions

How do I create empathy and emotional intelligence?

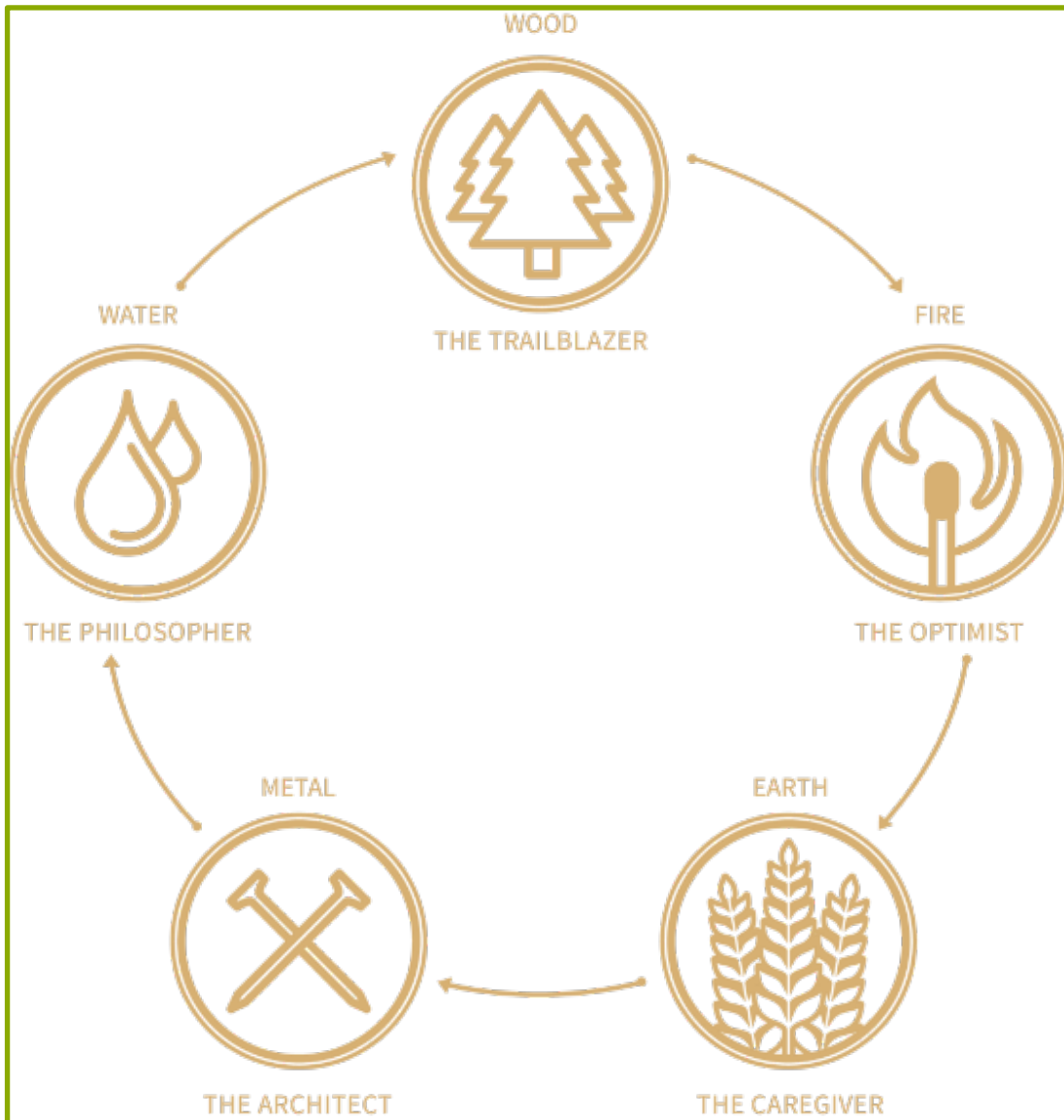


5 ARCEHTYPES SOLUTIONS				
FIRE	EARTH	METAL	WATER	WOOD
PHYSICAL				
Play a game	Eat well	Notice your breathing	Get enough sleep and water	Move around
BEHAVIORAL				
Do something Fun	Collaborate	Routine, Order	Quiet, Listening	Goals
Engage with people	Start a conversation	Consistency, Perfection	Patience, Meditation	Choice
	Sharing with someone	Honesty	Metaphor, Creativity	Plan (ahead)
	Tell a story	Focus	Imagination	Challenge
		Ritual	Journaling	
EMOTIONAL				
Reassure someone	Be present for someone	Perpetuated integrity	Composure	Confidence
Be optimism	Be accepting	Share something beautiful	Will	Purpose
Share your feelings	Trust someone else		Power	Autonomy
RELATIONAL				
Create intimacy and connection	Provide support & friendship	Provide respect	Doing nothing	Working toward a common goal
SPIRITUAL				
Spread joy	Empathize with someone	Grace, Gratitude	Insight, Meaning	Freedom from our reactive states
		Righteousness, Forgiveness	Peace	Facing everything, Avoiding Nothing

Practice and Slow Down



5 Archetypes Uses



Leadership Development
Conflict Resolution
Onboarding
Group Training
Change Management Aid
360 Evaluation
Individual Coaching
Team Building

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