

SESSION 4:
HARNESSING EMOTIONAL INTELLIGENCE

CIRCLE AGENDA

Supportive Communication

Reflect & Validate: “That sounds really (adj.). Did I get that right?”

Use Curiosity: “Can you tell us more?”

Be Present: Stay on screen. Use nonverbal cues like nodding and allowing pauses for the speaker to gather her thoughts.

Ask What They Need: “What do you need to feel supported?”

STEP 1 SELECT MODERATOR 3 MIN

Moderator leads meeting, keeps time, and emails the Circle with “Next Steps.” This role rotates each session. Once selected, **Moderator** shares the below pledge:

*As we begin our Circle, we pledge:
To bravely listen with curiosity and speak with honesty.
To only provide solicited advice.
And to create a nonjudgemental and confidential space for growth.
Do we all agree?*

STEP 3 REFLECTION & APPLICATION 35 MIN

Moderator first shares their responses to the questions below. Once complete, select the next person to go until everyone has shared. **Moderator** sets timer for an equal amount of minutes per member (e.g. 5 members = 7 min each)

- Update on Next Steps from last session
- Share a current leadership challenge and respond to the following:
 - What emotion is making this feel like a challenge?
 - What techniques could you use to help regulate this emotion?
 - What would leading with a strong EQ look like in this situation?
- How do physical factors such as hormonal shifts, sleep, nutrition or stress impact your EQ? What’s one thing you can do to nurture yourself better in light of these physical factors so that you can increase your EQ?

If a request for support isn’t made, **Moderator** asks “What do you need from this group to feel supported?” Requests can range from tactical (e.g. “do you recommend any books on this subject?”) to emotional (e.g. “just showing up and being here for me”) to advisory (e.g. “what have you done in a similar situation?”). There is no wrong way to ask for support.

STEP 4 NEXT STEPS 7 MIN

Each participant shares an action related to the below prompt. **Moderator** writes down each member’s Next Step. Please use your Circle ‘Next Steps’ email to respond to the group with their Next Steps by **EOD Thursday, and cc Brandi.**

“By our June session, I will take a next step towards my goals by...”

Please request/assign accountability partners if desired.