

Emotional Intelligence for Leaders

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G2G_2011

Intelligence Quotient



1857-1911

An IQ score indicates the capacity or learning size of the brain...the brain's potential to learn...it does not measure what actual learning has taken place.

Alfred Binet

Intelligence Quotient

<u>Classification</u>	<u>Scores</u>	<u>% of Population</u>
Very Superior	130 and over	2.2
Superior	120-127	6.7
High Average	111-119	16.1
Average	90-110	50
Low Average	80-89	16.1
Borderline	70-79	6.7
Handicapped	Below 70	2.2

Cognitive Development



1896-1980

The growth of knowledge is a progressive construction of logically embedded structures.

Jean Piaget

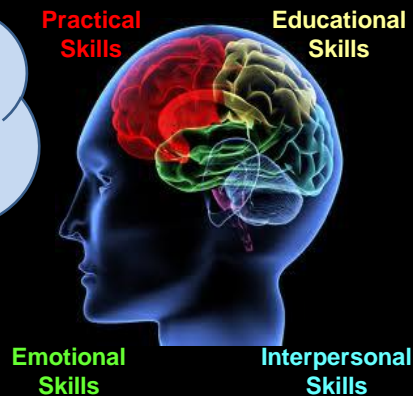
Cognitive Development

Four Stages

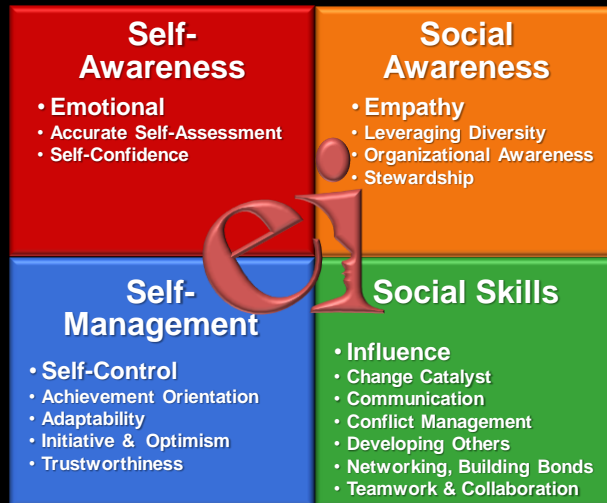
- **Sensorimotor (birth-2)** – babies learn primarily through their senses and their own action
- **Preoperational (2-7)** – children think about everything in terms of their own activities and in terms of what they perceive at the moment
- **Concrete Operational (7-11)** – children are able to think logically but still learn best from direct experiences
- **Formal Operational (12-15)** – children become capable of abstract thinking

Emotional Intelligence

...the ability to identify, use, understand, and manage your emotions in positive and constructive ways...engaging with others in ways that draw people to you...



Emotional Intelligence



Elevating Emotional Intelligence

Reduce stress

Recognize and manage your emotions

Connect with others using nonverbal communication

Use humor to deal with challenges

Resolve conflicts positively and with confidence

*“ People tend to become
more emotionally intelligent
as they age and mature.”*

--- Daniel Goleman

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