Cultivating Emotional Intelligence Within Your Organization

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Agenda

- A Shared Vocabulary
- Our Story
- Strategies for Building EI
- Organizational Impacts of Building EI
- Takeaways and Q&A
A Shared Vocabulary

• Emotional Intelligence (EI)
• Organizational Culture
• EI in Organizational Culture
Our Story

- Library recognition of EI
- Departmental value of EI
- Various strategies to build it
- A cultural expectation
10 Strategies to Build EI Capacity
Begin with Group Training
Emphasize EI as a Priority
Support Voluntary Professional Development
Build EI into Individual Goals
Encourage EI Accountability Buddies
Champion an EI-related Community of Practice
Incorporate EI Discussions into Formal Meetings
Hire for EI
Include EI in Onboarding
Infiltrate the Culture with Shared Vocabulary
Which Strategies Are Right for Your Org?

Examine Your Organizational Culture

Photo from pexels.com
Which Strategies Are Right for Your Org?

- goo.gl/AmvDgF
- Lists all 10 strategies
- Gives suggestions for choosing
Organizational Impacts

- High morale
- Trust
- Diverse conversations
- Team building
- Leadership development
Takeaways

- Start with org culture
- Agree on meanings
- Engage multiple strategies
- Examine impact
Further Readings

Selection of scholarship on EI in libraries:

Questions?

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