



The Igniter!

"Obtaining the best from others by stoking the fire within!"

Emotional & Social Intelligence



Dear Michelle,

Welcome to the first quarterly installment of "The Igniter!" My newsletter is intended to ignite your personal and professional resources of energy, wisdom, skills and ability waiting to be set in motion. The content of the newsletter will:

- present an article highlighting an executive coaching example
- offer powerfully simple coaching tips
- educate you on one current topic in the organizational development/leadership industry
- recommend a noteworthy book on a relevant leadership or management topic
- share an article of interest by a guest author
- leave you with a positive and motivated frame of mind

In Every Issue

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*Emotional & Social
Intelligence*

Content for each issue will focus on themes central to successful leaders and their organizations. For starters, this quarter's theme is on *Emotional & Social Intelligence (ESI)*. This issue is full of useful and practical information on how

[Daniel Goleman on Social Intelligence](#)

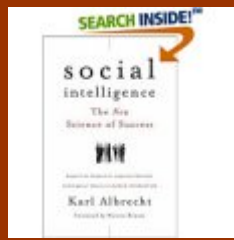
[EQ University](#)

[Reuven Bar-On](#)

[EI Consortium](#)

[Igniting Excellence Website](#)

Michelle's Book of Interest



Social Intelligence - The New Science of Success

by Karl Albrecht

From the front flap:

"Karl Albrecht defines social intelligence (SI) as the ability to get along well with others while winning their cooperation. SI is a combination of sensitivity to the needs and interests of others, an attitude of generosity and consideration, and a set of practical skills for interacting successfully with people in any setting."

This book provides a wonderful explanation of

to assess, utilize and improve your ESI to further your sphere of influence and enhance your stakeholder relationships.

Please feel free to send feedback and suggestions for future issues - I always want to hear how I can better serve you in your quest for *Igniting Excellence* both personally and professionally.

Sincerely,

Michelle K. Rios, MA, PCC
Executive & Leadership Coach
503-846-9916

Emotional & Social Intelligence: Interpersonal Relationships

How Do You Build Connections?

It's important for all of us to stop for a moment at various times in our lives and assess our personal landscape. I like to do this at the end and the beginning of each year. I ask myself several questions and some of them are: How am I behaving? What messages am I sending others, overtly and covertly? How do I feel, physically and emotionally? What do I want, personally and professionally? How am I managing my relationships? Am I acting on auto-pilot or am I conscious in my daily endeavors? These are also some of the questions you can expect to be asked by a coach as you begin your coaching engagement.

Once you have a general sense of the landscape you can begin to map out where the high spots are, where the lower land lies, and where there are potholes that need to be addressed immediately. Part of what is being determined is your personal emotional and social intelligence. Emotional intelligence is really about managing your own personality and your relationships with others; it's the process of being a human being. To be able to manage something you first have to be aware of it.

I have a colleague, Tina, who shared with me that she had been putting a lot of effort into getting to know her new boss, Bill. It seemed to Tina that Bill would continually just focus on himself when in conversation with her. I asked a few questions about Bill's general personality and Tina told me, "Bill is an extremely positive, upbeat, energetic, fun person that

as offering real life examples, and ways to assess and develop your own SI.

I like to put Emotional and Social Intelligence together when discussing them, because in my opinion you really can't have one without the other. This book specifically addresses Social Intelligence according to the author, but I would highly recommend it as a great read to learn about them both.

If you choose to pick it up, let me know what you think:
michelle@ignitingexcellence.com.



Igniting Excellence in You

In light of the theme of Emotional & Social Intelligence, when was the last time you:

**Sat back and really listened at a meeting, rather than focusing on preparing a response?*

**Looked around to find somebody doing something well and made a point of*

many people like. He's just the kind of manager I thought I wanted, but when I talk to him I feel like I'm invisible; I feel very small in his presence. I go over it in my head and there is nothing that he says that is unkind or that should make me feel that way and he continues to give me new projects, so I must be doing a good job. I just don't know what it is."

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The ONE Thing a Leader Needs to know for Unbelievable Success

In all of the reading and research I've done on highly successful leaders and searching for how to develop those successful leadership skills in others, there is **one** thing that comes up over, and over, and over again.



In *Quiet Leadership*, David Rock touts the Six Steps to Transforming Performance and in the end whittles it down to, "how to have a conversation to resolve any type of dilemma."

In *Leadership Divided*, Ron A. Carucci says that "the leaders producing the most extraordinary results are those that have a set of relationships that are vibrant and engaging."

In *Resonant Leadership*, Boyatzis and McKee refer to the "Cycle of Sacrifice and Renewal" and state that successful leaders must continually renew themselves physically, mentally, and emotionally.

This is all sounding similar to me...

In the *Versatile Leader*, Bob Kaplan says "innovative leaders must make optimum use of their strengths without overdoing it."

In *Leadership Agility*, Joiner & Josephs identify five stages that leaders must move through to develop their agility. The highest level is called the "Synergist" and counts for only 10% of leaders. The synergist is said to have a holistic

telling them?

**Took 10 minutes at the end of your day to list 5 things or people you are grateful for?*

**Asked someone what they would do, rather than tell them what they should do?*

**Created a personal mission statement?*

These may seem like small acts, but they can have enormous positive impact on you and those around you.

I would like to challenge you to choose just one a month and focus on it every day. Let me know how it goes for you:

michelle@ignitingexcellence.co

Igniting Inspiration

EI Quotes and Other Interesting Info

"Companies can continue to give top priority to financial performance -- but many now also realize that technical and intellectual skills are only part of the equation for success. A growing number of organizations are now convinced that people's ability to understand and to manage their emotions improves their performance, their collaboration with colleagues, and their

orientation to life and leadership with an empathic awareness of competing priorities for themselves and their organizations.

Scott Eblin, in his book *The Next Level*, tells us that to be an effective leader one has to be clear about what behaviors sustained past success and realize that those will not be the same behaviors for future victories.

In *Real Leadership*, Dean Williams says that "real leadership demands that the people make adjustments in their values, thinking, and priorities...its essence real leadership orchestrates social learning in regard to complex problems and demanding challenges." Do great leaders really need to know ALL of these things to be successful?

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Positive Goal Setting for Your Health

by Shelley Donohue, Certified Nutritionist

In December I grabbed a headstart on my newly activated lifestyle for 2008. I asked my friend and colleague, Shelley Donohue, to be my trainer and help me overhaul my physical body and nutrition. I can solidly say that it's not easy, however, I can't remember the last time I had this much energy, vitality, creativity, and surges of brain power. I asked her to share some good news and tips with you to get your year off to an amazing start as well! -- Michelle

Aaaaaah, January first. It holds such hope, such promise. This is the year you will change your life, get healthy, feel good, and get your self confidence back. Did you tell yourself that last year? Did it work?

If you're like most Americans you *did* tell yourself that and it *did not* work. People start the year off with the best of intentions, maybe even a plan. Usually by the end of the first week a "mess up" is made, all of those hopes and plans are dashed. Negative talk is tossed around: "I just can't stick to a diet", "I wasn't

After decades of businesses seeing "hard stuff" and "soft stuff" as separate domains, emotional competence may now be a way to close that breach and to produce a unified view of workplace performance." --FastCompany

DID YOU KNOW?

Ancient Egyptians believed the heart was the center of intelligence *and* emotion. They also thought so little of the brain that during mummification, they removed the brain entirely from bodies.

"Man's main task in life is to give birth to himself, to become what he potentially is. The most important product of his effort is his own personality." --Erich Fromm

meant to be healthy", "I'll always be fat" and my favorite "I'm just big-boned, it's useless!" Then you give up. This is the year you are not going to give up. You are going to try again as many times as it takes.

You are meant to be healthy, you can "stick to" anything you decide to, and trust me, you are probably not big-boned. A little shift in your thinking needs to occur before you can be successful. Getting healthy is not black and white. If you don't do exactly what you set out to do one day, guess what? You have another day coming up where you can try again. It is like a gift you can give to yourself. Not only do you get a second chance, you get a third, a fourth and a fifth. Take as many as you need. Use these tips to help you get started on a healthier path this year. Live to have no regrets. Do you really want to be making these same goals next year at this time? Or do you want to be looking back at the year and thinking "Good for me! Look at what I accomplished. I wasn't perfect, but every day I tried again. I never gave up."

1. Start small. Baby steps. You may be great at goal setting but it's the follow-through that is killing you. You make a wonderful goal but then the hugeness of it may be too overwhelming to even consider. There are easy ways to make those goals more user-friendly. Let's look at an example:

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Begin a contract before February 29, 2008 and receive 20% off normal package prices. Please contact Michelle Rios - 503-846-9916 - to discuss your options.

Offer Expires: February 29, 2008