

Emotional Intelligence Peer Coaching

Objectives

- To facilitate EQ participants taking a deeper dive into their individual EQ feedback reports and making the connection between their report data and day-to-day behaviors and performance.
- To help EQ participants derive a strategy for exercising or practicing the development of a chosen EQ element.
- To facilitate the discussion of personal EQ insights and goals.
- To begin the process of moving from simple insight to action and application.

Accountability Partner Instructions

1. Set up a mutually agreeable time to meet with your accountability partner. We recommend setting aside 30-60 minutes for this conversation.
2. Identify who will start as the “client” and who will start as the “coach”. Establish a time limit for each round. Each person will have an opportunity in each role.
3. Engage in a “client” / “coach” conversation using the following questions to help guide the peer coach. The “client” should draw on insights from their report, the workshop and any previous reflection or action. The “coach” should support with curiosity, support and any insights or recommendations the “client” might consider.

1. What are the top three elements you consider as your greatest strengths (regardless of scores)? How do each of these show up behaviorally and contribute to your professional success?
2. What are the three EQ elements (regardless of score) that if you were to access them more often or more effectively, you would be better off? And how would development of these EQ elements help you professionally?
3. What is a specific action or strategy that would help you activate and/or practice at least one of your bottom three EQ elements? This strategy should be specific and observable.
4. If you have already put this into place – how did it go?
5. What goal—in light these EQ insights—would you give yourself now? What behavior or action are you willing to commit within the next day or two?

2017 LCLD Fellows

Accountability Partner - EQ Peer Coaching Exercise

Time Required

Minimum: 30 minutes

Maximum: 60 minutes

Materials Needed

- Your EQ-i 2.0 Report

Follow-up Call

- 25 April, 2017 (3:00-4:00 EST)



LEADERSHIP
COUNCIL
ON LEGAL
DIVERSITY

LEADERSHIP · ACTION · RESULTS

