



Emotional Intelligence for Greater Impact

Participant Handout



Self-Awareness Exercise

1. Look at the list of values and **identify your top values.** Limit to 5 or fewer.

Enter your answer here:

2. Think of a **time you lived your values.** Which values showed up in that situation?

Enter your answer here:

Accountability	Efficiency	Job security	Risk-taking
Achievement	Equality	Integrity	Safety
Adaptability	Ethics	Intuition	Self-discipline
Ambition	Excellence	Kindness	Self-expression
Authenticity	Fairness	Knowledge	Self-respect
Balance	Faith	Leadership	Service
Being the best	Family	Learning	Stewardship
Belonging	Financial stability	Loyalty	Success
Camaraderie	Forgiveness	Making a difference	Teamwork
Caring	Freedom	Openness	Thrift
Collaboration	Friendship	Opportunity	Time
Commitment	Generosity	Optimism	Tradition
Community	Giving back	Order	Trust
Compassion	Grace	Patience	Truth
Competence	Gratitude	Peace	Understanding
Confidence	Growth	Perseverance	Uniqueness
Connection	Harmony	Personal fulfillment	Usefulness
Contribution	Health	Power	Vision
Cooperation	Honesty	Pride	Vulnerability
Context	Hope	Recognition	Wealth
Courage	Humility	Reliability	Well-being
Creativity	Humor	Resilience	Wholeheartedness
Curiosity	Inclusion	Resourcefulness	Wisdom
Diversity	Independence	Respect	Write your own:
Environment	Initiative	Responsibility	

Source: Brene Brown – Dare to Lead

Self-Reflection Exercise

1. Think of a time (related to work) when you had a **strong emotional response** to something. Can you relate it to one of your values?

Enter your answer here:

2. Considering your values, what is one way people can push your buttons or trigger you?

Enter your answer here:

Group Exercise

Apply the ABCDE model to the scenario below.

You've been working hard on a project for weeks. During a team meeting, your manager points out several issues with your work and suggests changes. You immediately feel embarrassed and start to think that you are not good enough for the role.

A Activating Event	What happened to trigger your emotional response?
B Beliefs/ Thoughts	Identify the underlying beliefs/thoughts you have about the event.
C Consequences	Note the emotional & behavioral consequences of your belief/thought.
D Dispute & Reframe	Challenge the irrational or negative belief/thought and reframe it.
E Effects	Observe the positive effects of reframing and adopt rational, adaptive beliefs

Relationship Building Exercise

1. How can you ensure that you're **authentically building relationships** using your awareness of yourself and others?

Enter your answer here:

2. What are the **top things you can do** to adapt your demeanor to the people you're with to achieve your shared goal?

Enter your answer here:

Social Awareness – Questions for Deeper Understanding

To open up an emotional check-in:

“How are you really feeling about this?”
“What’s your gut reaction to all of this?”
“What’s weighing on your mind most right now?”
“I’m curious—what’s your biggest concern or worry at this point?”

To clarify or deepen understanding:

“Can you tell me more about what’s behind that feeling?”
“What part of this is feeling most frustrating (or exciting) to you?”
“It sounds like you’re feeling [insert emotion]—is that right?”
“What’s been the hardest part of this for you?”

To check for emotional shifts or progress:

“Has anything changed in how you’re feeling about this since we last talked?”
“Are you feeling any differently now than when we started this conversation?”
“What’s giving you the most relief or optimism right now?”

To validate and show empathy:

“That sounds tough—how are you handling it?”
“I can tell this is meaningful to you. What’s the most important thing I should understand?”
“It seems like this brought up a lot—what would be most helpful for you right now?”

To help people self-reflect:

“How do you think this situation is affecting your energy or mood?”
“If you had to name one word to describe how you’re feeling right now, what would it be?”
“What’s one thing you need most right now—support, clarity, space?”

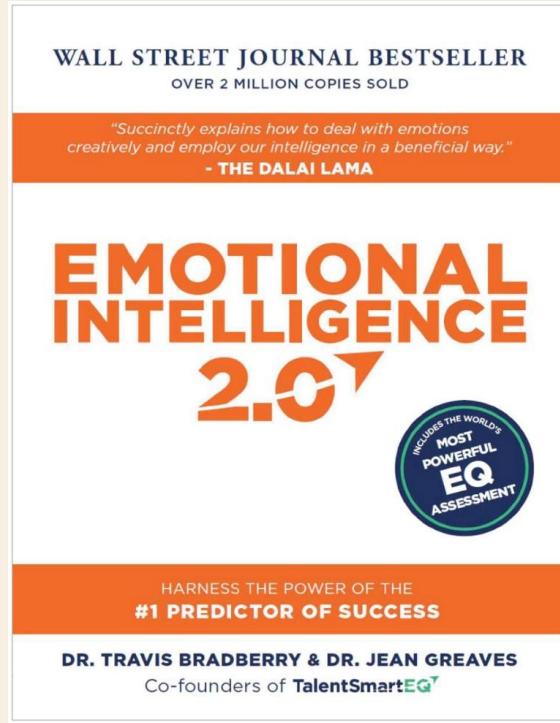
Tip: Pause and reflect back what you’re hearing—sometimes just saying, “It sounds like you’re feeling...[emotion]”

Additional Resources & Further Learning

These are also listed in your Aspire certification.

Highly Recommended

Provides examples and LOTS of strategies for building EI!



Developing Your Emotional Intelligence – LinkedIn Learning (LIL)

Developing Organizational Awareness (LIL) – Excellent for building relationships

Building a Personal Brand That Can Boost Your Career -- Aspire recording in WD

Tips to Enhance Emotional Intelligence with Calming Exercises (LIL) – Great for dealing with stress

Leveraging Your Strengths (LIL) – Learn how to lean into your strengths

Additional New Aspire classes!

- Influence Through Presence (Communication)
- Strategic Collaboration
- Growth Mindset in an Age of AI Transformation
- Critical Thinking for Business Transformation