

MIRACLE Academy

قال تعالى (يزفج الله الذين آمنوا منكم والذين أوتوا العلم درجات)

تفريغ التسويق
رميلتكم نهى الزبود



لجان الشفعات

كل الي حكيناہ قبل كان عن general management وشرحنا النظريات والتفاصيل المتعلقة فيه
□ اما حاليا رح نبليش نحكي عن **personal management** وأول نقطه عليه هي
Emotional intelligence(EQ)= هو موضوع كثير حلو وفيه كثير SKILL رح تساعدنا انه
نطور سواء على مستوى personal or professional

حتى نميز بين science and practical

Emotional Intelligence

Master class, Lecture's note Dr Mohanad Odeh

Contents

Emotional intelligence definition	1
Scientific validated studies that approved the idea of EQ over IQ	3
Recognition & Regulation grid matrix	6
A) SELF – AWARENESS	8
B) SELF – REGULATION	9
C) SOCIAL AWARENESS	10
D) SOCIAL SKILLS	11
E) MOTIVATION	13
Internationally validated tests for the EI	14

sub skill of EQ

□ كل عملية التطور تبلش ب

1. Self awareness
2. Priorities
3. Time
4. Stress

Selected topics in self-Management:



- طبعا نقدر نتحول من problem to symptom
- Strategic to tactical

□ عنا عدة تعارف تخص EQ وأول واحد هو

- ✓ ability to manage oneself and to manage relationships with others وطبعا هاد مهم وبسيط والثاني هو يكون مفصل اكثر
- ✓ Set of abilities (verbal and non-verbal) that enable a person to generate, recognize, express, understand, and evaluate their own, and others' وهاد التعريف 70 بالمية من العلماء متفقين عليه

Emotional intelligence definition

The ability to manage oneself and to manage relationships with others.

It is the set of abilities (verbal and non-verbal) that enable a person to generate, recognize, express, understand, and evaluate their own, and others' emotions. In order to guide thinking and action that successfully cope with ethical environmental demands.

It has been identified as among the most important factors in accounting for success in leaders and managers.

It is claimed to be more powerful than IQ in predicting success in life.

Emotional intelligence has come to encompass almost everything that is noncognitive—including social, emotional, behavioural, attitudinal, and personality factors— so the extent to which it can be adequately measured and predictive of outcomes remains cloudy.

1

يعتبر EQ --- main component الي نستخدمه ل
leadership and management حتى اهم من IQ رح
نحكي عنه كمان شوي معناه

بالنسبة لأخر فقره بالصورة تحكي عن تعريف كإنو زمان يستخدموه وشامل جدا ولكن حاليا استخدامه قليل

- Emotional intelligence has come to encompass almost everything that is **noncognitive**-including social, emotional, behavioral, attitudinal, and personality factors

الكلمة الي لونها كحلي معناها اشئ غير معرفي .. يعني ما ترتبط بالمعرفة ولا بالتفكير المنطقي انما تخص أشياء عن العاطفة والسلوكيات والمواقف

Since the publication of Daniel Goleman's book Emotional Intelligence in 1995, interest in the concept of emotional intelligence has mushroomed.

Several thousand books have been published on the topic, and scores of consulting companies and executive coaches now advertise themselves as experts in helping others develop emotional intelligence.

The number of instruments available to assess emotional intelligence is voluminous (more than 100), although only three or four have been scientifically validated and used in any systematic investigations.

□ اول document كان على شكل book عملة Daniel golmans
وهاد الكتاب صار اله mushroomed يعني تضخم ووصل الاغلب
□ بالنسبة ل أدوات التحليل فهي اكثر من 100 أداة ولكن فعليا يستخدم 4 أدوات فقط

One way to clarify this problem of multiple definitions is to differentiate between emotional intelligence and emotional competence.

Emotional intelligence: refers to the ability to diagnose, understand, and manage emotional cues.

Emotional competence: refers to the noncognitive capabilities and skills—including social skills—that affect human functioning.

الأولى تخص emotional

والثانية تخص social skill

➤ **Richard Boyatzis Daniel Goleman** طبعاً هذول عالمين كبار شملو كل: capabilities

تساعد الناس على اداره نفسهم والآخرين

ومثال عليه. Conflict management. influence. leadership.

➤ **Other scholars limit emotional intelligence:** to a much narrower set of factors.

Mayer, Caruso, and Salovey

reduce emotional intelligence to the ability to adequately diagnose

and react to emotions بين الفرد ونفسه وبين الآخرين

Generally, two approaches are there:

1) Richard Boyatzis and Daniel Goleman, two of the chief researchers in the field of emotional intelligence, explicitly include all capabilities that help people manage themselves and others. These include, for example, leadership, influence, conflict management, communication, self-confidence, and teamwork.

2) Other scholars limit emotional intelligence to a much narrower set of factors. Mayer, Caruso, and Salovey (1998) for example, reduce emotional intelligence to the ability to adequately diagnose and react to emotions.

One way to clarify this problem of multiple definitions is to differentiate between emotional intelligence and emotional competence.

هاد انسب approaches بالنسبة لرأي الدكتور

هاي معناها degree or amount of specified quality or characteristic

	EQ	IQ
Stands for	Emotional Quotient (emotional intelligence)	Intelligence Quotient
Definition	Emotional quotient (EQ) or emotional intelligence is the ability to identify, assess, and control the emotions of oneself, of others, and of groups.	An intelligence quotient (IQ) is a score derived from one of several standardized tests designed to assess intelligence.
Abilities	Identify, evaluate, control and express emotions one's own emotions; perceive, and assess others' emotions; use emotions to facilitate thinking, understand emotional meanings.	Ability to learn very quick, understand and apply information to skills, logical reasoning: word comprehension, math skills, abstract and spatial thinking, filter irrelevant information.
High level	Someone with mature self-confidence, self-aware, able to handle difficult emotional experience.	Expert and skilful in technical, professional field.

هاي لحالك وللآخرين وللمجموعة

مشتق من القدرة الذهنية/ الذكاء

تخص كل اشي يخص emotional

هاد مرتبط

بهدول

2

▪ يتم ترجمة EQ الى
teamwork. Leadership.
Successful relation
▪ ويمكن الواحد يكون عنده
EQ عالية بس ما يكون دارس
(ما بعرف يكتب اسمه)

تقدر تخليك تشتغل اك
leadership او لحالك او
مع تمييز

	EQ	IQ
In the workplace	Teamwork, leadership, successful relations, service orientation, initiative, collaboration.	Success with challenging tasks, ability to analyze and connect the dots, research and development.
Identifies	Leaders, team-players, individuals who best work alone, individuals with social challenges.	Highly capable or gifted individuals, individuals with mental challenges and special needs.
Origin	1985, Wayne Payne's doctoral thesis "A Study of Emotion: Developing Emotional Intelligence" Popular use came in Daniel Goleman's 1995 book "Emotional Intelligence - Why it can matter more than IQ"	1883, English statistician Francis Galton's paper "Inquiries into Human Faculty and Its Development" First application came in French psychologist Alfred Binet's 1905 test to assess school children in France.
Popular Tests	Difficult to measure not developed till late 1990's. More subjective tests Mayer-Salovey-Caruso Test (emotion-based problem-solving tasks); Daniel Goleman model Score (based on emotional competencies).	Standardised questions More objective Stanford-Binet test; Wechsler; Woodcock-Johnson Tests of Cognitive Abilities.

هون ممكن يكون عالم علامه
بس برضوا يكون عنده IQ قليل

يكون عنده قدره على ربط
التفاصيل والمعطيات والابحاث

عالم فرنسي عملها لتمييز
طلاب المدارس من حيث
قدراته العقلية

منتشر في الامتحانات / المدارس
والدكتوراه في اميركا وكندا ولكن حاليا
يتضمنوا ال EQ

كل واحد فوق يعتقد نفسه king of EQ بس هاد
ما بزبط لأنه في أدوات تحليل وقياس عن طريق
test يحدد اكم عندك EQ او تتعلمها وتبلش تطبقها
وبعدين تقدر تحكي انه عندك EQ اما غير هيك
(لحالك بدون مرجعيه علميه وفهم مصطلحات) رح
نعبرها tantalization