

Borrowed Brilliance: building team emotional intelligence

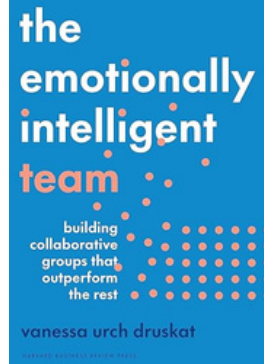
Team emotional intelligence is the habits, routines and norms that help a team work well together.

When teams understand and use each other's feelings to support, respect and challenge, they build trust, motivation and perform stronger together.



Do You Have an Emotionally Intelligent Team?

by Vanessa Urch Druskat



Start with

Deeper dive

Ideas for action

Challenge and build thinking

Turn team feedback into a useful habit.

Build a shared bank of challenge and build questions so it's easy for everyone to join in.

E.g. "What's one word to describe this?" "One change you'd make?"

Assessing strengths and opportunities

As a team, try quick best, okay and worst-case scenario thinking before a project to spot risks early and think ahead together.

You could even ask AI to generate scenarios to get started.

Build relationships that matter

As a team, map who influences your success and make time to connect.

Understand what matters most to them, and share with the team what you learn.

AI prompt to rate your team EQ

Create a quiz that I could share with my team using these categories: understanding each other better, routinely assessing strengths and opportunities, and routinely talking to stakeholders. Use 1-5 as a scoring scale. Make this quiz anonymous and give me the ability to review the team results without doing the quiz each time.