



The
IGUANA Project
Improving Education Together

Emotional Intelligence

Amongst many of these emotional intelligence competences there is considerable overlap. The message is often the same and is repeated over and over again!

MODULE	Emotional Intelligence
COMPETENCE AREA	Adaptability
SUB-MODULE	Initiative
VERSION	2
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The **Emotional Intelligence Module** consists of four competence areas:

- **Intra-personal competences** – the personal competences that enable an individual to accurately assess their emotional intelligence and how this is likely to shape their relationship with the external world and with other people.
- **Inter-personal competences** - applying intra-personal competences to engaging with other people in meaningful and productive ways.
- **Adaptability** - the competences that enable an individual to manage themselves and their relationships with others in response to changing situations.
- **Affective competences** – the competences that shape how an individual assesses their mood and how they manage their mood in relation to behaviours and relationships.

There are three competences in each of these four competence areas.

This overview covers one of the competences in the Adaptability competence area: **Initiative**

A BRIEF INTRODUCTION TO Initiative

Initiative

- One extreme to avoid the other.

Moving away from the extremes risks getting it wrong, is unknown and scary.

- Conscientious and driven.

- Are you the one who takes the first step?
- Do you take responsibility for originating new action?



Going to one extreme to avoid the other. The only definitive position is at one extreme or the other.

Moving away from the extremes risks getting it wrong, is unknown and scary.

At work, be conscientious and driven but not to the exclusion of all else.

Being too long at one end of the spectrum will incline one to feel uncomfortable anywhere else.

Create an environment where others want to do more. i.e. Motivation.

Be Approachable .

Be able to bear the limitations of how prepared you are/what you are going to do.

Fear of uncertainty - this can be paralysing. Take a risk.

INITIATIVE INCLUDES:

Organizational activities

Knowing how to prioritize

Strong problem solving abilities

Short term and long term goal plans

Performance management- monitoring performance

Clear policies and practices

Networking- Building relationships

Change management



- Motivational environment
- Be Approachable
- Bear the limitations
- ***Uncertainty***
- Take a risk

HELPLESSNESS and CHANGE

Failing DOES NOT EQUAL failure



Don't give up!

Be decisive

Consequences

Be encouraged and
encourage others

Aspirations

Coping with failing DOES NOT EQUAL failure.

Aspirations are a good thing.

Don't give up! Be encouraged and encourage others to make decisions.

Be decisive and be able to live with the consequences of your decisions.

Don't end up stuck at the extremes. Change the way we do things until it becomes natural. An example is someone who has very bad writing. They might practise putting a line through their 7s until it becomes automatic.

Don't put it off. Deflate the problem by recognising that "it would be that way wouldn't it?".

Delaying decisions is a way avoiding emotional discomfort in the short term.

Don't put it off. It really will get worse or harder.

Avoid being stuck because of prevaricating.

STUCK OR CHOICES

- Risk the middle ground
- Understand the choices.
- Change the way we do things.



You cannot eliminate the feelings; but you can deal with them in a healthy way

Further Resources

<http://thesaurus.com/browse/resilience?&o=100074&s=t>

<http://dictionary.reference.com/browse/initiative>

Exercise

Write a description of examples of your initiative behaviour

Write examples of initiative that you could employ in the future

QUOTES

<http://www.goodreads.com/quotes/tag/initiative>

Synonyms

<http://thesaurus.com/browse/initiative>

More extensive test

http://www.evidence-based-entrepreneurship.com/content.php?cur_page=7&sub_page=5&rout=0&lang=0

Further Resources (2)

Books and articles

<http://bschool.nus.edu/departments/ManagementNOrganization/publication/MichaelFreseJournal/bledow%20frese%20situational%20judgment%20test%20of%20personal%20initiative%20perpsy09.pdf>

<http://community.businessballs.com/blogs/personal-initiative.html>

<http://think-and-grow-rich-ebook.com/napoleon-hill-videos/09-personal-initiative-16-traits/>

<http://www.mindtools.com/pages/article/initiative.htm>

If you would like to learn more about this competence or any of the competence areas, why not visit the [IGUANA Open Learning Space](#) or return to the portal at www.iguana-project.eu