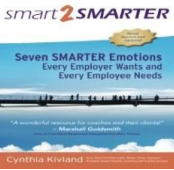


The most important single influence in the life of a person is another person... who is worthy of emulation.
~Paul D. Shafer

In the last article "[Should Leaders Bring Their Emotions to Work?](#)", [Cynthia Kivland](#), emotional intelligence international expert, author and coach discussed her research on very smart people, summarized in the book [Smart2Smarter: Seven Positive Emotions Every Employers Wants](#). She found those individuals who were both successful and significant in their career had the ability to make emotional or social connections that ignite the passion—or "groove"—in oneself and in others. Chalk it up to [emotional intelligence](#) (EI).



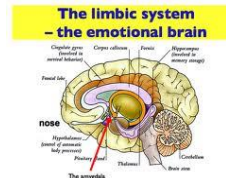
The previous article also introduced **PROCESS DESIGNED TRAINING** developed by [Jim Liautaud](#), and [offered at The Liautaud Institute](#) University of Illinois Circle, Chicago. This is the only clinically proven approach to increase emotional and social competence by at least 23%. I am excited to have this program available to my coaching clients, and also direct the coordination of the Liautaud Institute's certification programs for coaches and counselors.

The Emotional Brain

There's no escaping our emotions. Whether we like what we feel or not, we're emotional creatures. Daniel Goleman's book, [The Brain and Emotional Intelligence](#), explains how emotions are an intricate part of decision making. In the book [The Emotional Brain](#) by Joseph LeDoux, New York University's [Emotional Brain Institute](#), researched the brain's "fear system," suggesting that unconscious fear-related memories imprinted on the brain can result in deep-rooted neurotic anxiety, phobias, panic attacks or obsessive-compulsive disorders. He also reviewed studies indicating that multiple memory systems exist in the brain, including one for "emotional memories."



The Limbic System and Emotional Brain



Our [first reaction](#) to any event is always emotional – tapping into our [brain's limbic system](#). The limbic system is the area of the brain that regulates emotion and memory. It directly connects the lower and higher brain functions. It influences emotions, the visceral responses to those emotions, motivation, mood, and sensations of pain and pleasure.

What if we can create new habits by "re training the limbic system?" And by doing so, optimize positive emotional memories and actions.



PROCESS DESIGNED TRAINING, LIAUTAUD INSTITUTE is the only clinically proven program that focuses first on the [limbic system to](#) create new habits. Participants meet for 14 weeks to two years and share their life experiences and serve as mirrors for each other. This creates a climate of emotional safety, human connectedness and vulnerability while providing a valued perspective into how we are perceived and appreciated by others.

We can also control the thoughts that follow an emotion, how we react, and what we say and do. These reactions are shaped by your personal history, which includes your experiences in similar situations and your [personality style](#).

In the book, [The No Complaining Rule: Positive Ways to Deal with Negativity at Work](#), Jon Gordon proposes this question to readers: "If my life was made into a movie, I would characterize it as a: Drama, Love Story, Comedy, or Inspirational Tale."

The Emotional Brain and Self Leadership

We often do not live our lives based on reality, but rather by our iceberg story of reality. Your iceberg story is influenced by scripts you tell yourself that define your actions and reactions to life events. But you have a choice!

When you develop your [emotional intelligence](#), you'll learn to create new emotional habits that debunk the emotional triggers, and begin to write a new positive chapter in your life's story.

Four SMARTER Pillars of Emotional Intelligence

Emotional intelligence is your ability to recognize and understand emotions in yourself and others, and your ability to use this awareness to manage your behavior and relationships. It affects how you manage behavior, navigate social complexities and make personal decisions that achieve positive results.

Most experts agree that emotional intelligence is composed of four core skills that are paired under two primary competencies: personal and social. In my research on "smart people" I also found four core pillars which are detailed below.

Emotional Social Intelligence	Success	Significance
Focus How well I know & appreciate my own and others' uniqueness	Focus on Me Strengths and Efficacy	Focus on Others Tolerance
Impact How I optimize or derail my own & others' success and significance	Impact to Me Mastery Attraction Resilience	Impact to Others Evolve Reciprocity

Success includes self-awareness and self-management skills that focus on your interactions with other people and life events. Success is all about being the "best" in the world.

- **Focus on Me:** Your ability to perceive your emotions accurately and be aware of them as they happen.

- **Impact to Me:** Your ability to use awareness of your emotions to be flexible and positively direct your behavior.

Significance is your ability to understand other people's moods, behavior and motives to improve the quality of your relationships. Significance is all about being the "best for the world."

- **Focus on Others:** Your ability to accurately pick up on other people's emotions and understand what's really going on.
- **Impact to Others:** Your ability to use awareness of your and others' emotions to manage interactions successfully.

While this is my definition of emotional and social competences, emotional intelligence boils down to self and others. How well do you manage yourself and your relationships with others? How well do you create positive emotional moments of truth?

The next article will focus on the seven smarter positive emotions in the Focus and Impact model, along with a discussion on the impact of emotional intelligence on income, happiness and leadership.

Using the definition below to reflect on the two questions about success and significance.

Setting goals for *career success* is driven by *being the best in the world*, while setting goals to achieve *career significance* is driven by *being the best for the world*.

- **What are your benchmarks for career success?**
- **What are your benchmarks for career significance ?**