

Emotional Intelligence for Physician Leaders

We believe physicians are some of the best-equipped people to lead change in healthcare.

They got into medicine for a reason -- and they're being put into leadership roles now more than ever. CMOs have a seat at the executive table. Medical directors can influence and leverage networks of physicians to impact patient lives. *Are we setting them up for success?*

Emotional Intelligence (EQ) is a robust framework to help physicians lead positive change.

Jack Welch (the famous CEO of General Electric who grew the company 4,000% during his tenure) provides a robust framework for understanding how effectively a person, team or organization leads change:

Effectiveness of Change = **Quality of solution/technology** * **Acceptance by people**

Because physicians are some of the most intelligent and highly trained people on the planet, their ability to develop *high quality technical solutions* is rarely an issue.

Aligning a team to implement change requires a completely different set of skills. These skills are, arguably, the most important skills for physician leaders to have.

We believe Emotional Intelligence (EQ) training is one of the most effective, research-backed and data-driven ways to equip physician leaders to lead positive change in healthcare.

Emotional intelligence is defined as the capacity to:

- Recognize the impact our own feelings have on ourselves (**Self Awareness**)
- Tune into the feelings of those around us (**Social Awareness**)
- Manage our emotions and our action (**Self Management**)
- Interact skillfully with the people around us. (**Relationship Management**) [\[Source\]](#)

One objective of Emotional Intelligence training is to fast-track a physician's ability to lead change. We do this by building 12 competencies that are needed to develop and implement solutions that are accepted by people:

- Emotional self-awareness
- Emotional self-control
- Adaptability
- Achievement orientation
- Positive outlook
- Empathy
- Organizational awareness
- Influence
- Coach and mentor
- Conflict management
- Teamwork
- Inspirational leadership

According to TalentSmart, the World's #1 Emotional Intelligence Assessment Service:

1. 90% of top job performers have high EQ.
2. EQ is responsible for an average of 58% of job performance.
3. The importance of EQ increases with the level of seniority in an organization.

Our understanding of EQ is constantly changing and studies are being conducted [across all disciplines of healthcare](#).

[Click here to schedule a time](#) to learn more about how our Emotional Intelligence training works.

We look forward to playing a role in your organization's future.