

EQIT... The **Superpower** You Can't Live Without!

with Glynis E. Devine, c.j.





EQIT = EQ + IT

where **EQ** = Emotional Intelligence

and

IT = Information Technology

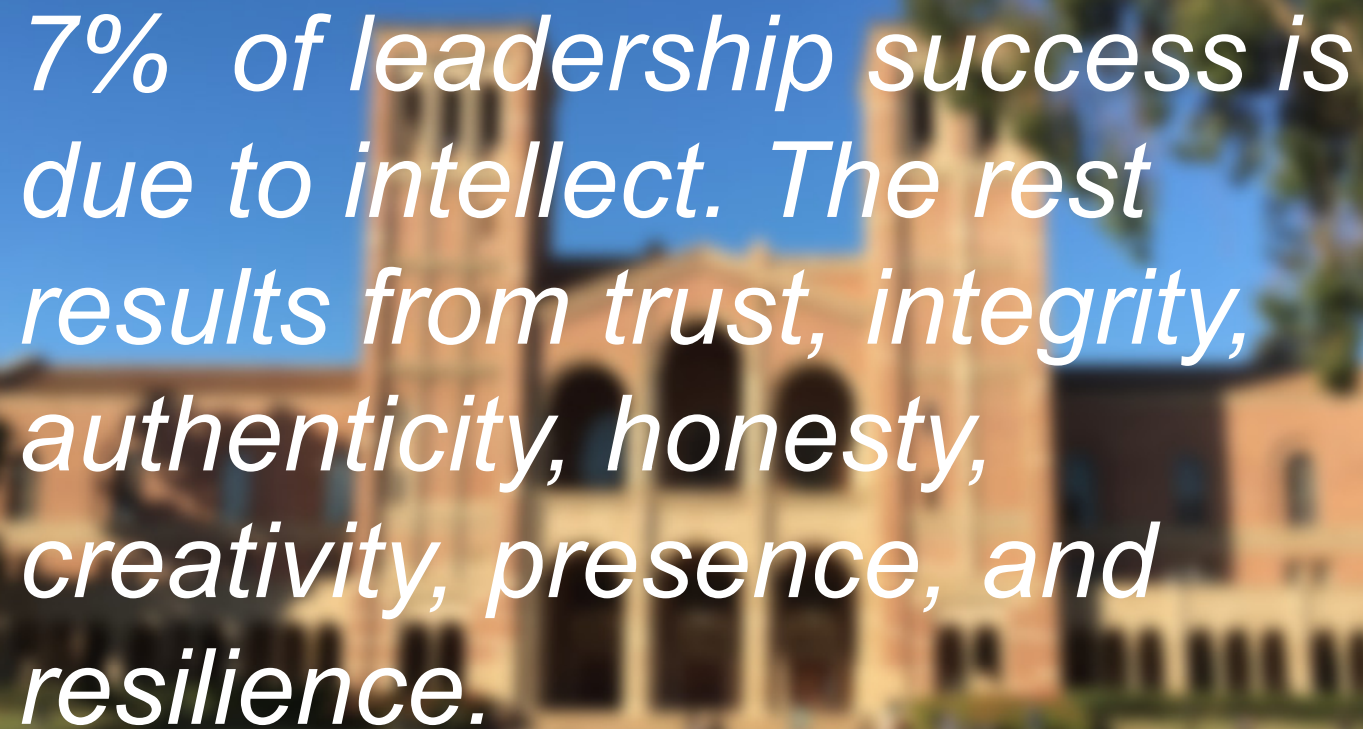


EQ FACT # 1

HR experts say that EQ is up to

4 TIMES more important

than IQ to one's success.

A blurred background image of a large, multi-story brick building with arched windows, likely a UCLA building, under a clear blue sky. The text is overlaid on this image.

7% of leadership success is due to intellect. The rest results from trust, integrity, authenticity, honesty, creativity, presence, and resilience.

— UCLA Research

EQ FACT # 2

The average manager spends

19-29% *of his/her time*

*resolving personality **conflicts.***

EQ FACT # 3

*The majority of employees say they would take a **pay cut of \$5,000** in lieu of having a boss they like.*



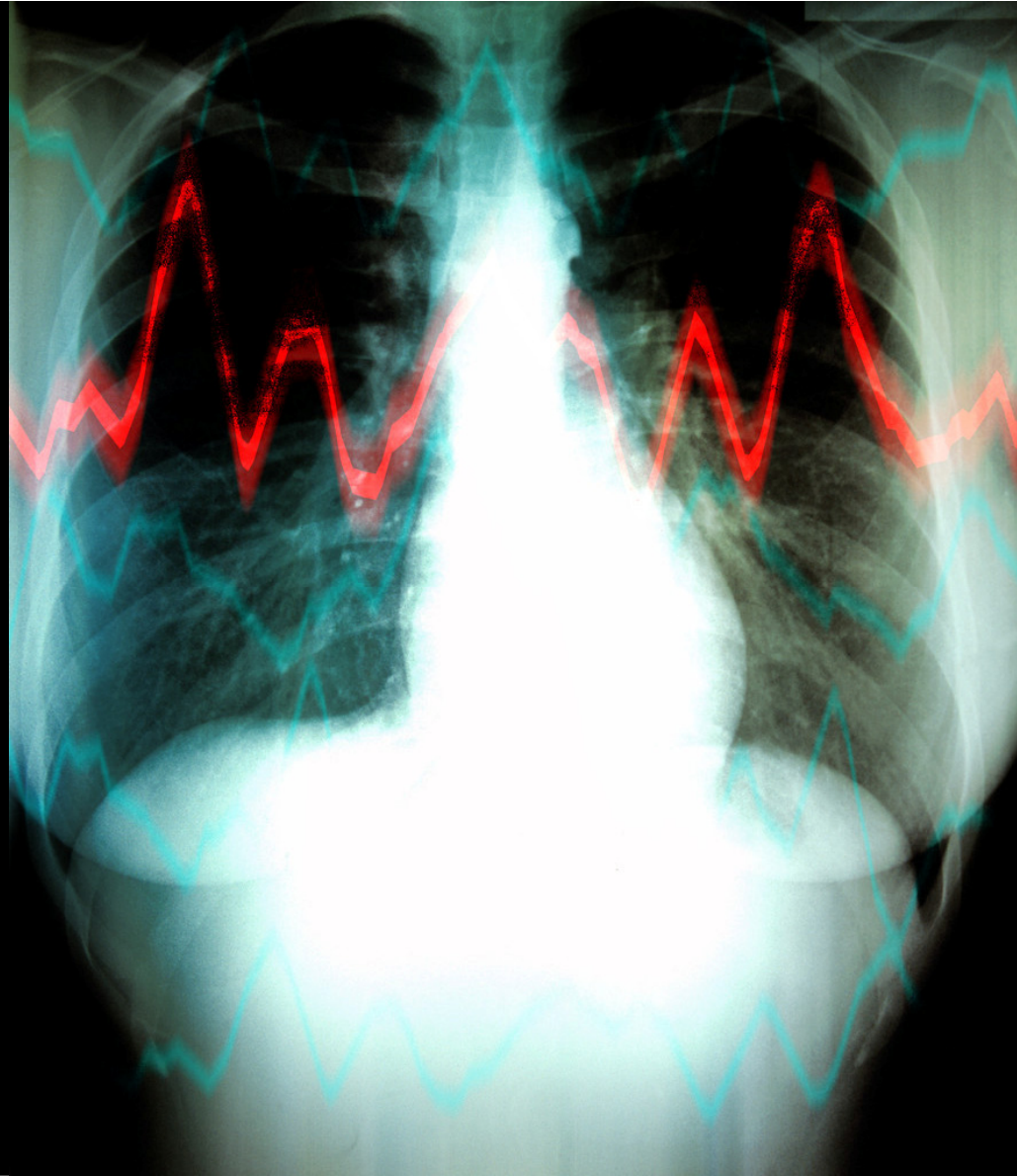
20%
increase in
stress

75%
decrease in
empathy

...in the last 25- 30 years.
Source: www.6seconds.org



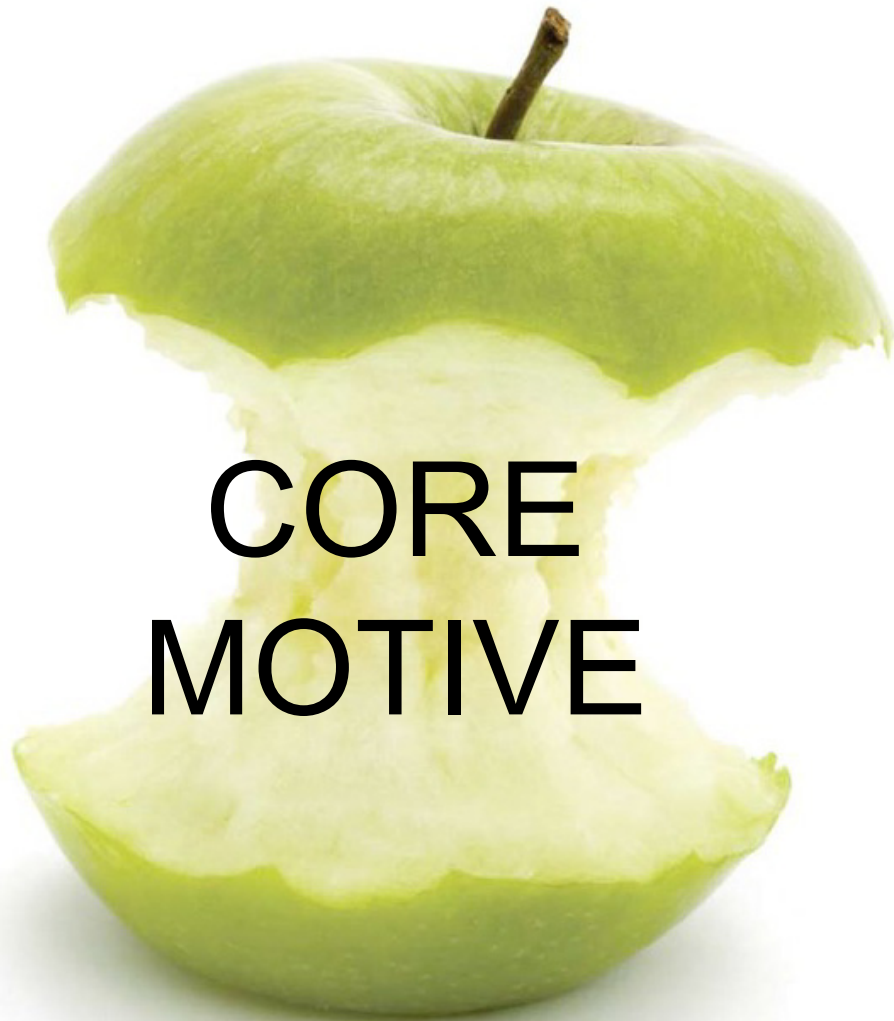
As stress increases, we become more task focused and reactive. This increases our isolation... which increases our stress.
Can we learn new ways of responding to exit from this vicious cycle?





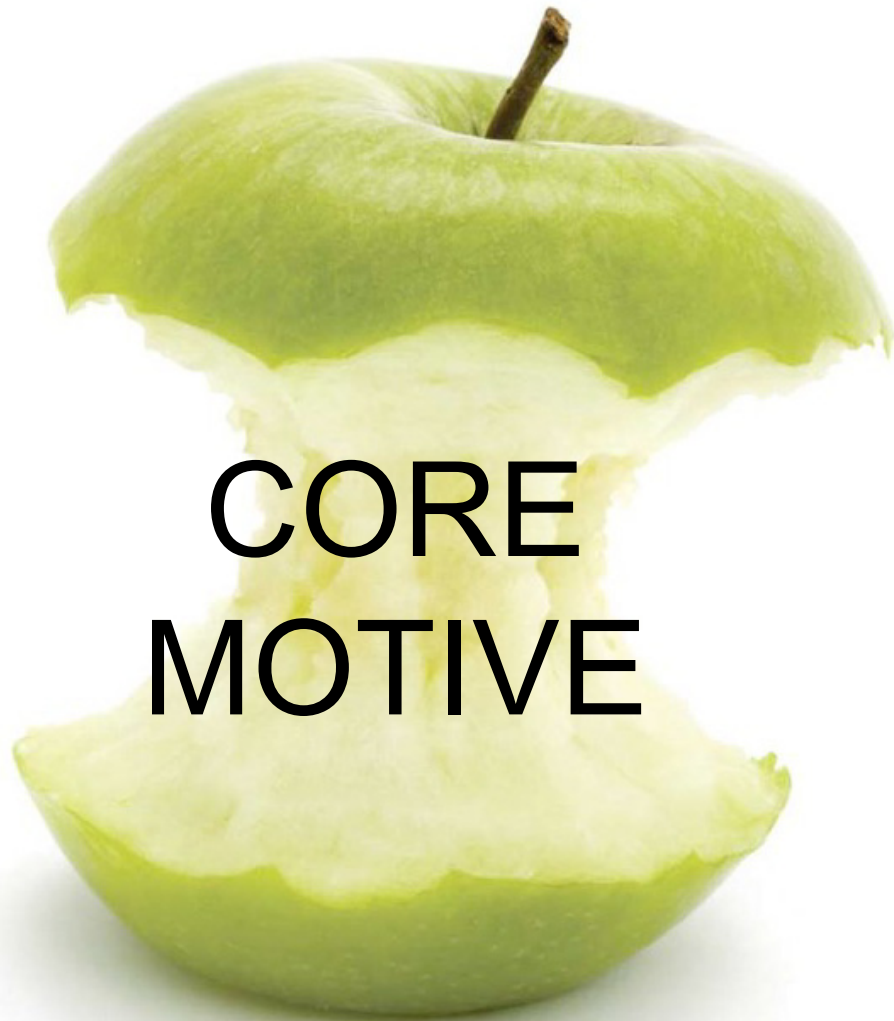


CORE MOTIVE



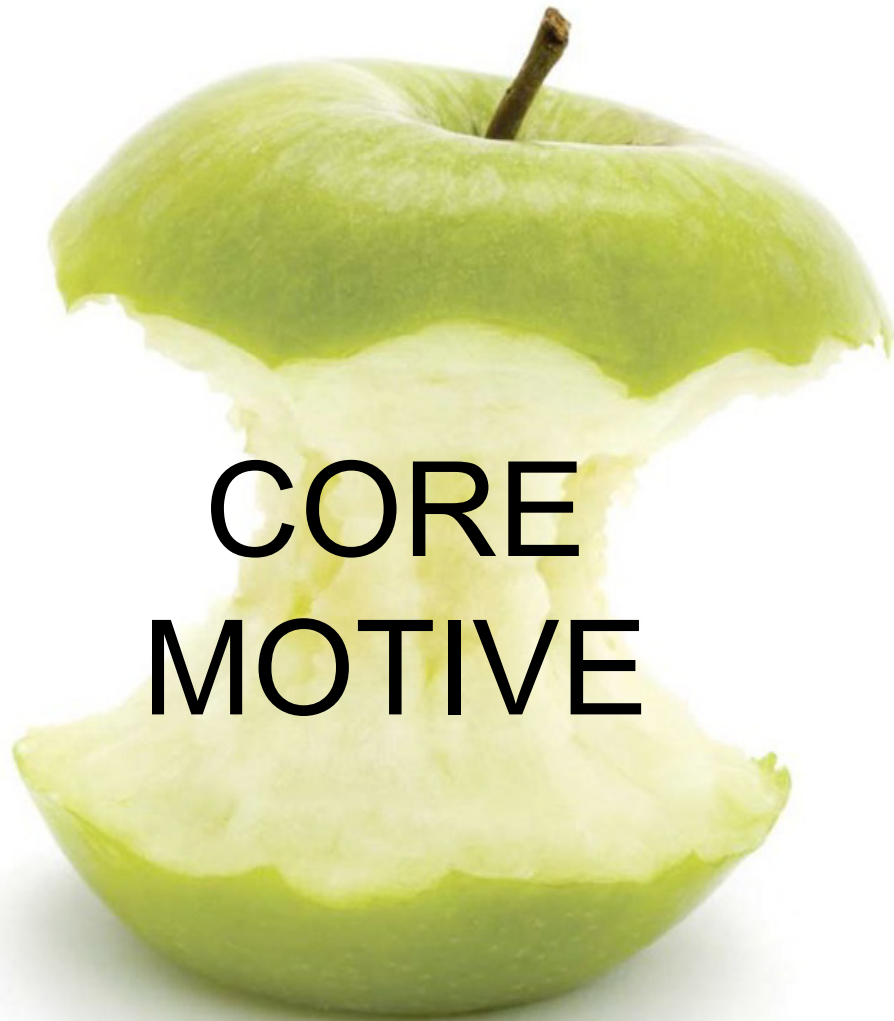
**CORE
MOTIVE**

Reduces Conflict



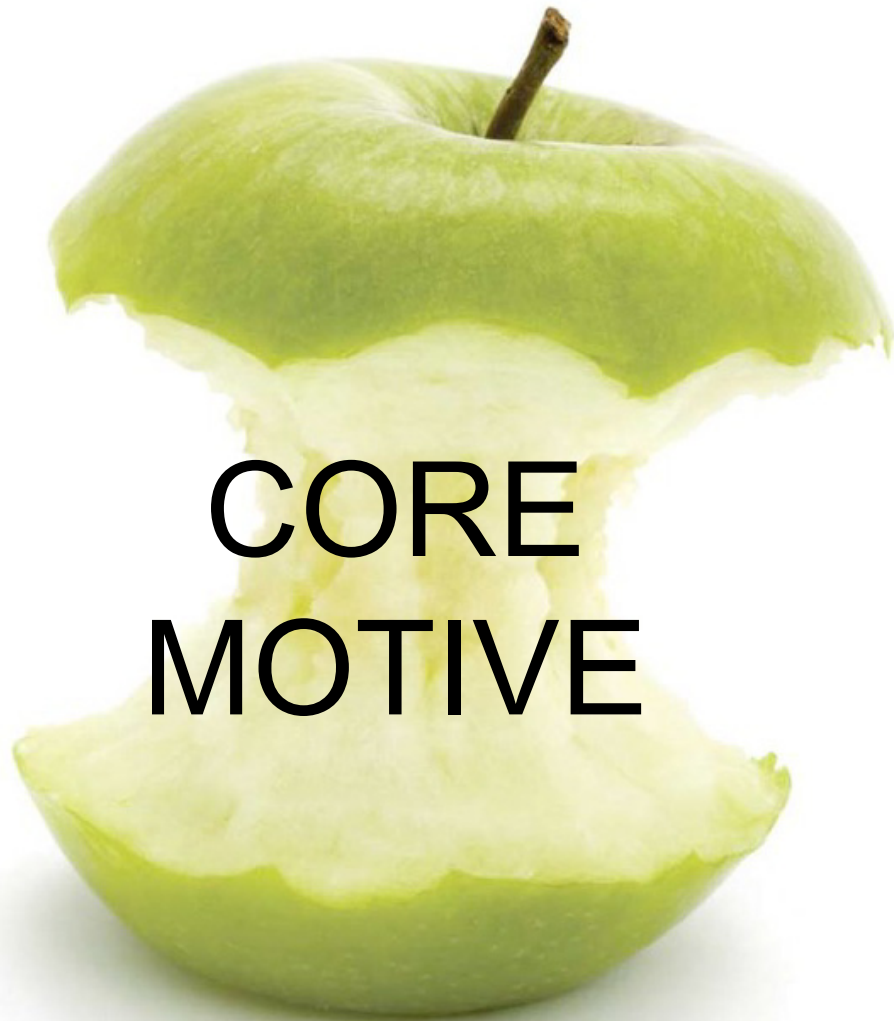
**CORE
MOTIVE**

Improves
Communication



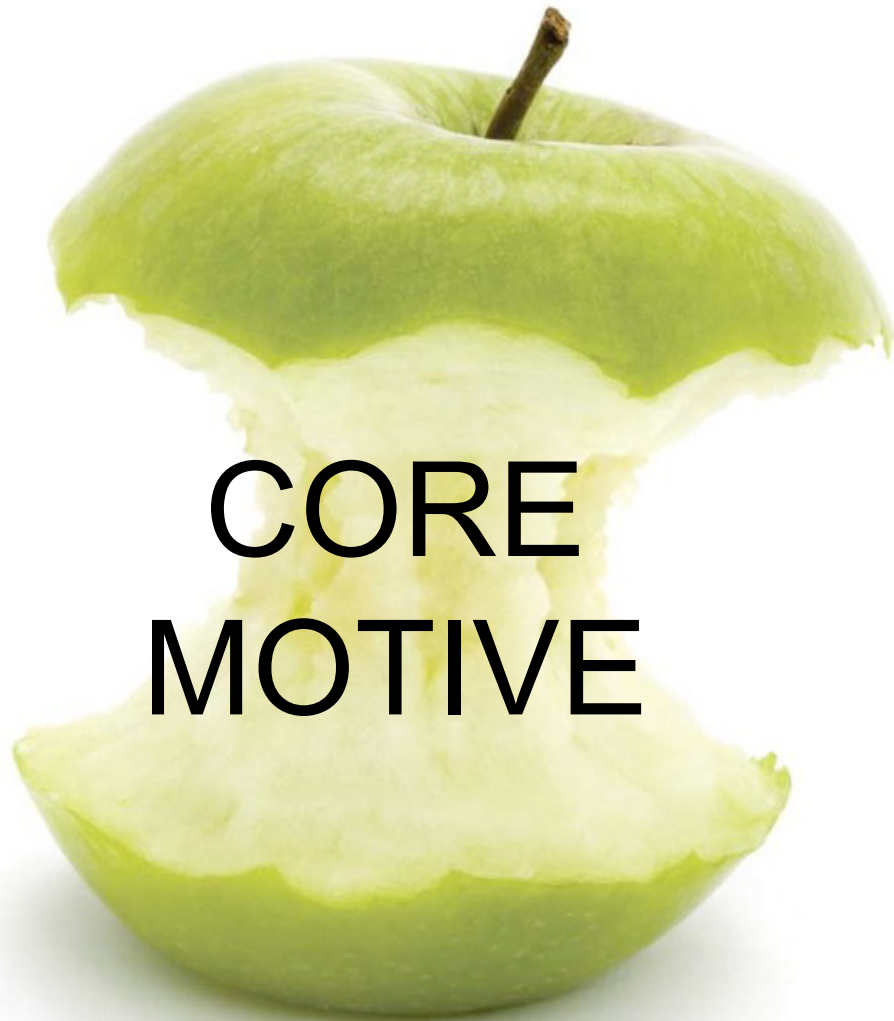
**CORE
MOTIVE**

Increases
Collaboration



**CORE
MOTIVE**

Shifts Mindsets



**CORE
MOTIVE**

Improves Performance



#DPIPWD19





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COLOR

CODE

*Personality
science.*

why we do what we do



	Red	Blue	White	Yellow
Core Motive	Power	Intimacy	Peace	Fun
Natural Talents	Leadership Vision	Quality Service	Clarity Tolerance	Enthusiasm Optimism

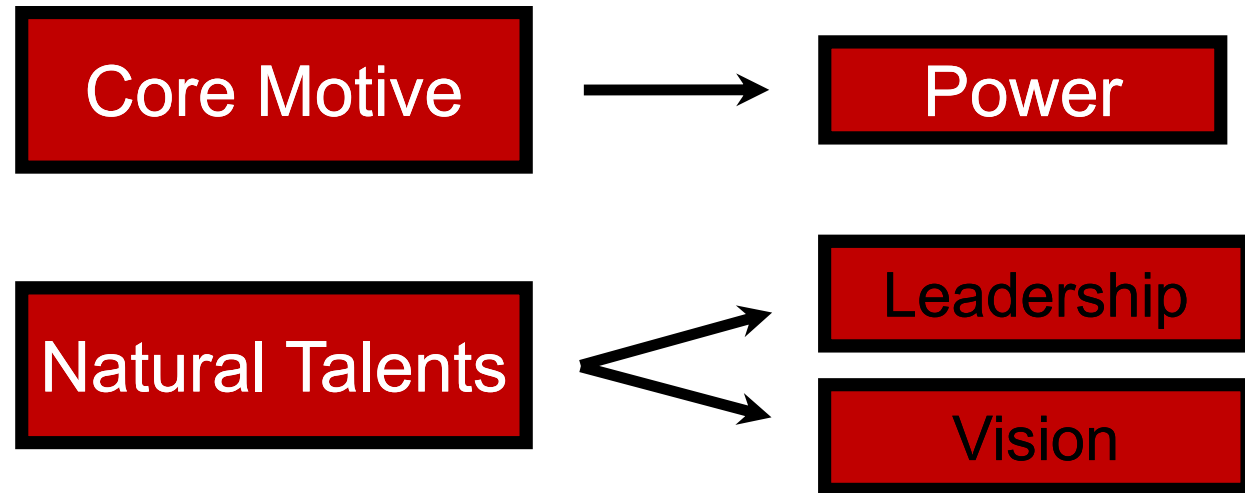


*"Healthy **Reds** are the
lifeblood of humanity.
They are the movers
and shakers of society"*

~ Dr. Taylor Hartman



RED Core Motive





Strengths

Decisive

Assertive

Action-oriented

Responsible

Focused

Articulate



Limitations

Impatient

Bossy

Tactless

Insensitive

Argumentative

Demanding



Needs

To be right

To be respected

Wants

To be a leader

Challenging adventure



DOs for Relating to a Red

- Present logically - facts / figures
- Be direct / brief / specific
- Demand attention / respect
- Offer them leadership opportunities





Don'ts for Relating to a Red

- Argue from an emotional perspective
- Wait for them to ask your opinion
- Take their arguments personally
- Demand constant social interaction





Reds Under Stress

Delegate

Demand

More productive and successful

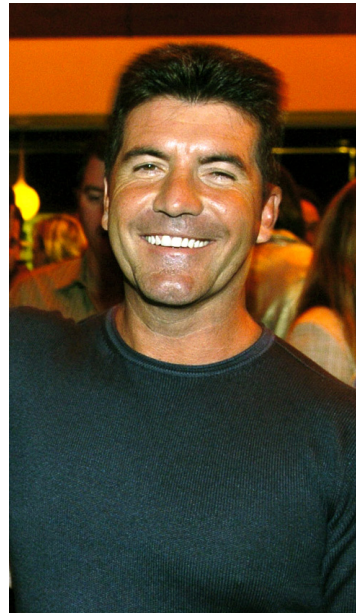
Aggressive



Red Bumper Stickers

I may be a little bit ugly
but I'll stop being nice
if you're not following me!
Lead, follow, or get out of the way!

Red Personalities



***Hands UP if you think
your Core Motive is
RED***

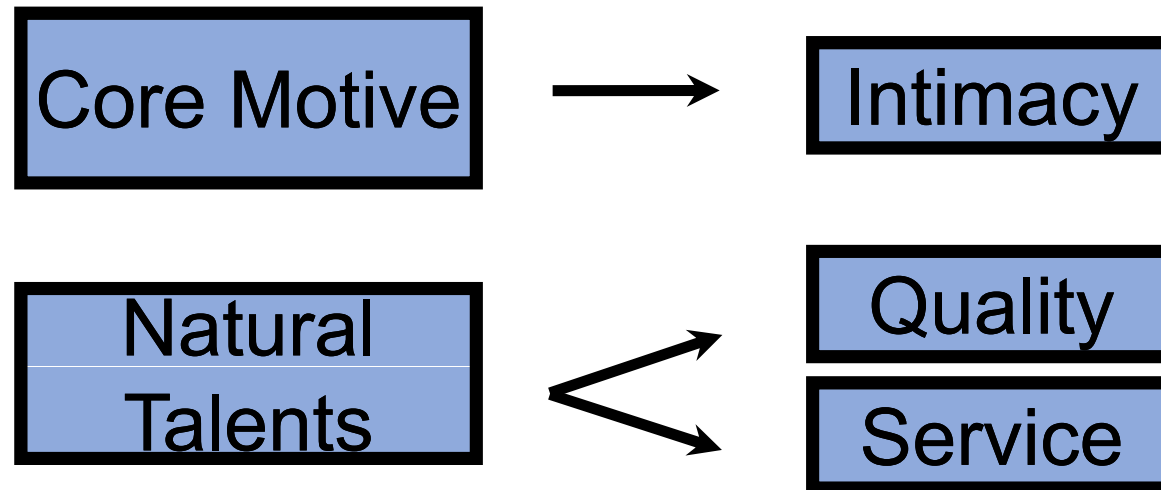


*“Life cannot bestow on anyone a more gratifying reward than the sincere appreciation and trust of a **Blue** friend, employer or family member.”*

~ Dr. Taylor Hartman



The Blue Motive-type





Strengths

Intuitive

Loyal

Detail-conscious

Quality oriented

Compassionate

Dependable



Limitations

Overly sensitive

Perfectionist

Self critical

Judgmental

Guilt / Worry prone

Moody



Needs

To be understood

To be appreciated

Wants

To be autonomous

To have security



DOs for Relating to a Blue

- Allow time for them to collect thoughts
- Be sensitive / Be Loyal
- Show (specific) Appreciation
- Do a thorough analysis /present with details





DON'Ts for Relating to a Blue

- Make them feel guilty
- Expect them to bounce back easily
- Demand perfection / Expect spontaneity
- Promote too much change





Blues Under Stress

- Get Depressed
- Withdraw
- Avoid
- Blame self and then others



Blue Bumper Stickers

We are born naked, wet, and
If you love someone, set
hungry. If everything gets
them free. If they come back,
they're yours. If not, hunt
them down and kill them!

WORSE!

Blue Personalities



***Hands UP if you think
your Core Motive is
BLUE***

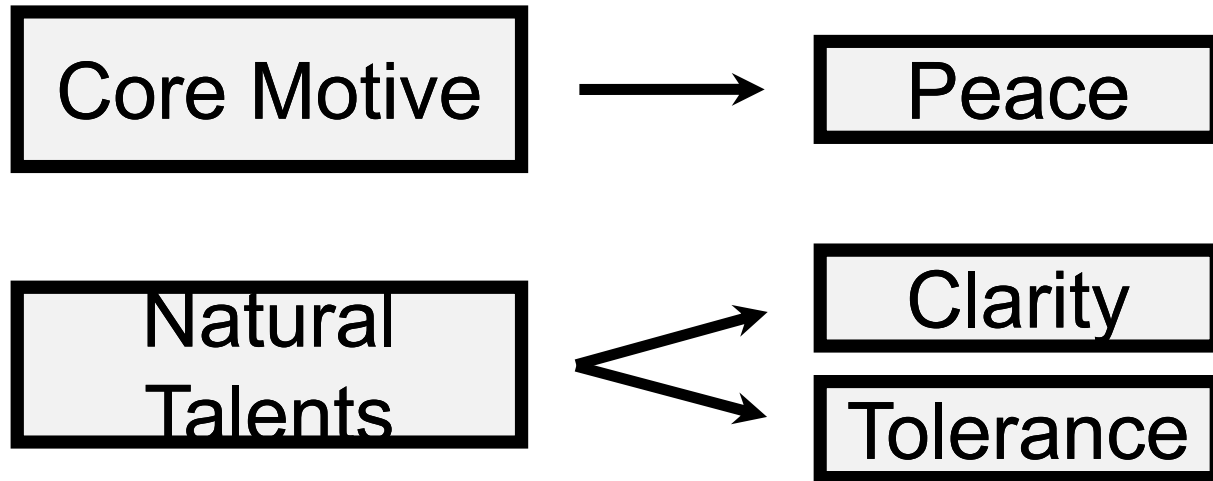


*“Whites offer us all a model
for gentle, human dignity.”*

~ Dr. Taylor Hartman



The White Motive-type





Strengths

Even-tempered

Objective

Inventive

Voice of Reason

Patient

Clear Perspective



Limitations

Indecisive

Silently stubborn

Unexpressive

Disinterested

Detached

Unproductive



Needs

To have their own space

To be tolerated

To maintain
independence

To feel contented



Wants

To maintain independence

To feel contented



DOs for Relating to a White

- Show patience; try not to rush them
- Look for non verbal clues to their feelings
- Hear them out; listen quietly and carefully





DON'Ts for Relating to a White

- Expect them to need much social interaction
- Be domineering / too intense
- Overwhelm them with too much all at once
- Demand leadership





Whites Under Stress

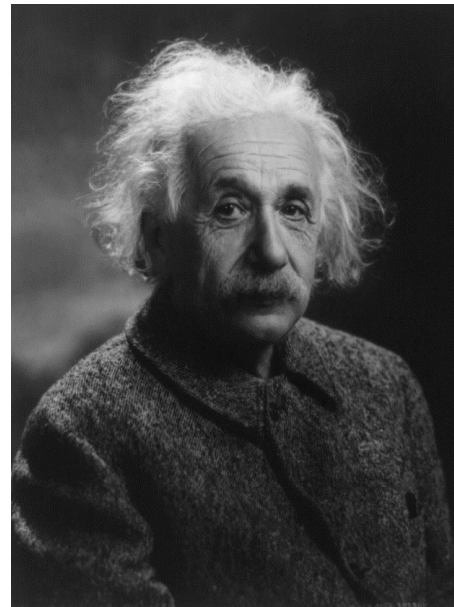
Close down

Ignore

Fantasize

Stuff stress

White Personalities





***Hands UP if you think
your Core Motive is
WHITE***

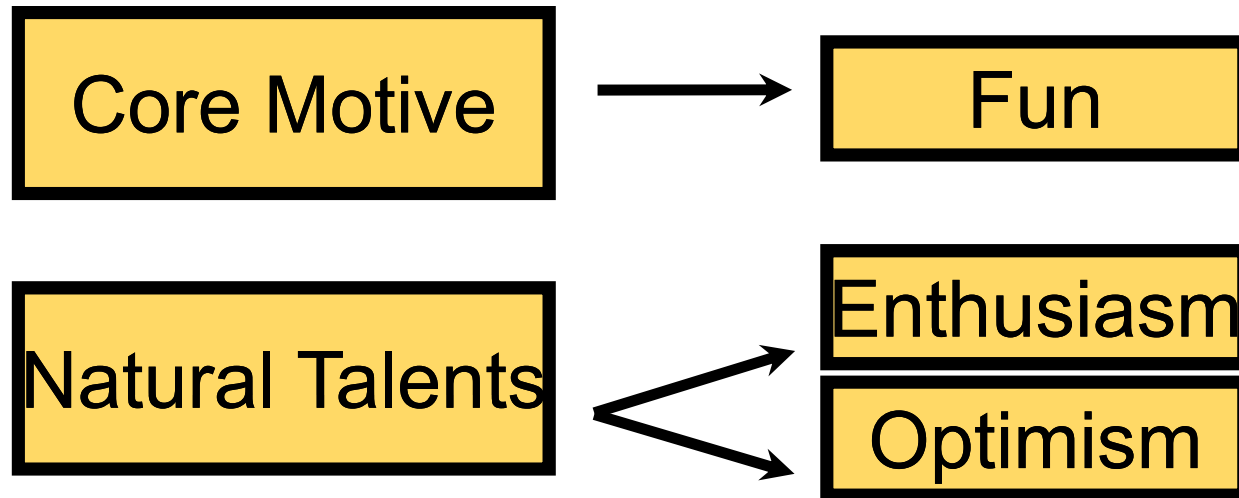


*“Happy is as happy
does. **Yellow** people
love themselves because
they know exactly what
they love to do and always
find the time to do it.”*

~ Dr. Taylor Hartman



The Yellow Motive-type





Strengths

Charismatic

Inclusive

Insightful

Carefree

Flexible

Persuasive



Limitations

Inconsistent

Impulsive

Relentless

Interrupter

Naïve

Self-centered



Needs

To be noticed

To be praised



Wants

To be free

To enjoy playful adventure



Do's for Relating to a Yellow

- Maximize the opportunities to enjoy work
- Remember they are more sensitive than they appear
- Encourage their verbal self-expression





DON'Ts for Relating to a Yellow

- Demand perfection
- Expect them to dwell on problems
- Attack their sensitivity / be unforgiving



Yellow Personalities

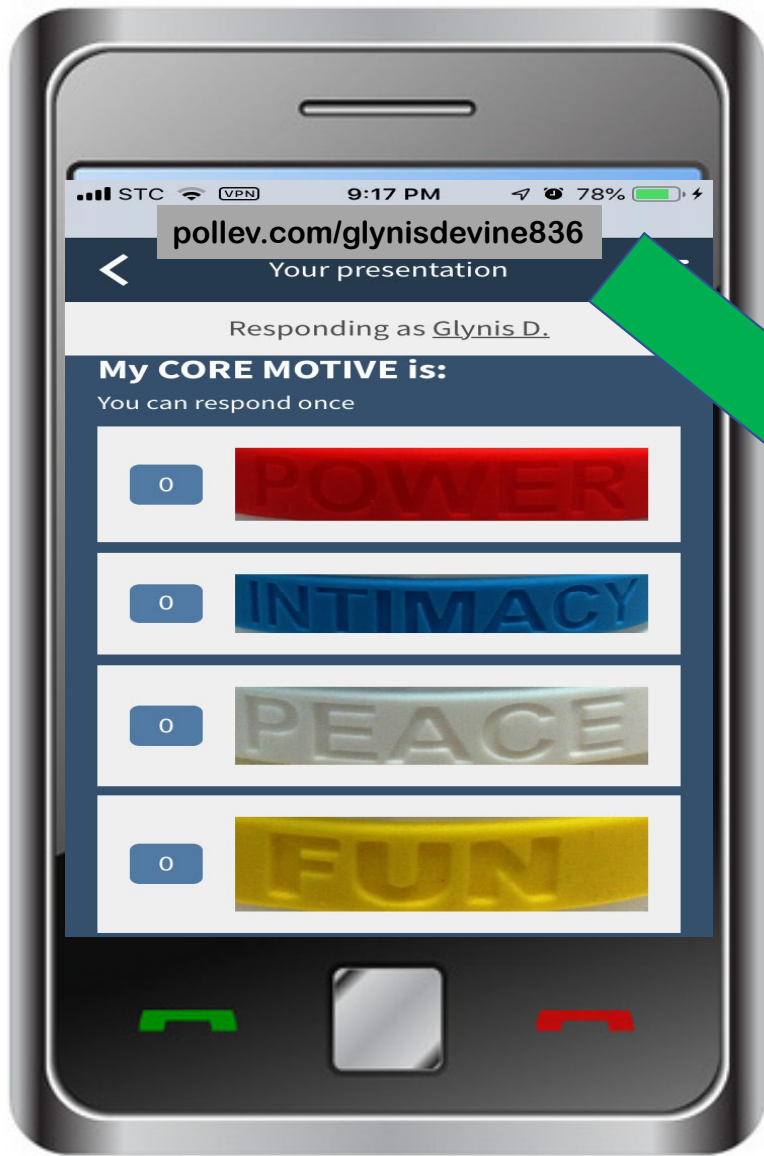




***Hands UP if you think
your Core Motive is
YELLOW***



www.glynisedevine.com/dpi



pollev.com/glynisdevine836

My CORE MOTIVE is:

POWER

INTIMACY

PEACE

FUN





www.glynisedevine.com/dpi



**Hands UP if you like being a
positive change agent**

WOW



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