

Social intelligence: Why we need it and how we can get it webinar

Question and Answers

Monday 6 April 2020

Questions	Answers
In a hierarchical structure, what is the team impact of being managed by someone with less social intelligence than their team?	The leader may not be sensitive to the impact of their actions and comments on those around them. The team may feel more connected to each other than to the leader. With awareness – both of their own top strengths and their relative lack of social intelligence – they can partner with the team to “fill the gap” through strengths borrowing. It all starts with awareness!
How can a project manager emphasise social intelligence to the people wherein those people don't see it important? And how can it be demonstrated in terms of day to day activities?	Using the SEA method of building social intelligence – with your spotting their strengths – gives them direct experience of what it feels like to be seen and appreciated for what they bring to the table, Even in conflicts, strengths can make the conversation easier as conflicts often arise because of a clash of strengths – e.g. Honesty & Kindness – or because someone is going a little over the top with a strength – Judgment (critical thinking/weighing the evidence) becomes judgmental. When we can express appreciation for someone’s strength and then explain what it feels like when they overuse it, they are usually more open to making adjustments because they have been seen for the positive qualities they bring – even if they are overbringing them!
How to improve someone else's social intelligence?	Model it for them – SEA their strengths once a day so they can feel what it is like and see what happens next. They will gain more self-awareness and will start to pay more attention to others. Also, notice how it feels for you when you spot a strength in another person and share what you see. It is nerve-wracking at first and then...