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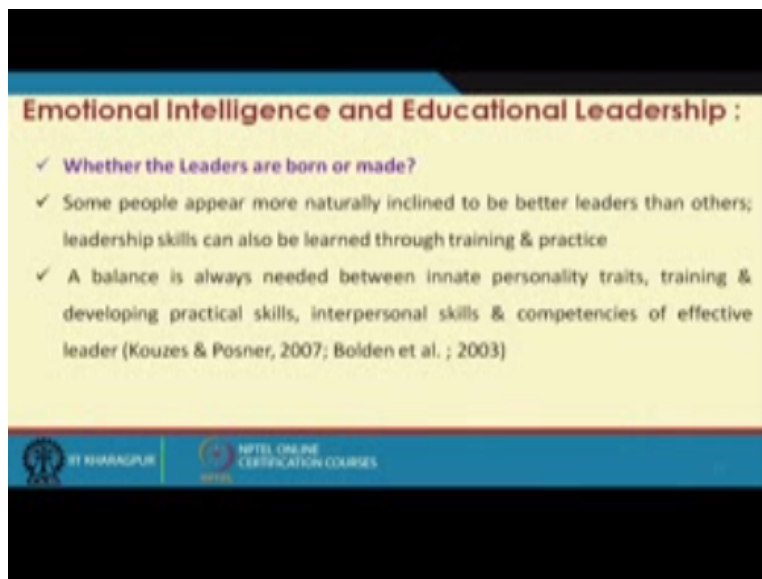
Course
On
Educational Leadership

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Lecture 17: Emotional Intelligence and
Educational Leadership
(Contd.)

Welcome viewers once again, in the last class we are discussing about the emotional regulation, emotional labor, and how the leaders can use this emotion labor strategies like with a deep labor strategy or surface-level strategy. And now they can blend it for announcing their leadership qualities efficient etc.

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Now the question here is whether the leaders are born or made this is an open question. So some people are, we can say that some people are inborn leaders, some people are born leaders in the sense that at the time of birth they automatically the twins by birth genetically they possess some

of the emotional trade, some of the personality traits and in the process of socialization also they have developed those traits and the skills and competencies.

And so they are, you can say they are the born leaders. But whereas leaders can also be developed through training also. So some people appear more naturally inclined to the probe to be the better leader because of their personality traits, like maybe that they are very extra board, they are outgoing, and their socialization process has taken in that way.

So for that matter they are more inclined outgoing towards the society there are two stylists like that. So they are more inclined to, but whereas others, in case of others leadership skills can also be competences as skill can also be developed through training practice and making effort. However, a balance is always needed between the unit personality traits, training and developing for the practical skills, interpersonal skills and competencies of the effectiveness.

However, even though you are born with some other leadership traits attributes, but you are required to brush it up, you are required to develop more competencies, more skills, efficiency by going through rigorous training, or for by going through higher education, practice, orientation internship, so these are the ways and means. So you may be having some in one talent, but at the same time we need to brush it off.

So always effective leadership can be produced when a balance is being maintained between the innate personality traits you have to identify it, we have to brush it up, we have to nurture it, training you have to design the training according to the requirement needs of the leader, develop not certain practical skill, that means how to deal with the real-life situation, how to deal with the practical problems, and yes, how to establish a relationship network or relations for relationship management, you have to develop the leaders to develop interpersonal skills and competences.

And how to blend all these things attributes perfectly to be an effective leader. So to be an effective leader requires the skills and effective leadership.

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Emotional Intelligence and Educational Leadership :

- ✓ To be an effective leader requires skills in "affective leadership"
- ✓ **Emotional Contagion –**
 - ✓ is a process by which emotions shared across a group in a social context;
 - ✓ can occur spontaneously & consciously induced as well
- ❖ Emotional Contagion and performance outcomes both in the individual and group contexts are very much related

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Here we say why it is effective leadership, yes cognitive leadership is intellectually only intellectual attribute when we are talking about it that EI should be perfectly blended with intelligence, IQ that is called the emotion feelings.

So all these things it comes the effect that means effect, feeling, emotion, these components should also be perfectly blended with intelligence. So here we can say, so effective leader needs to develop the skill of blending the intelligence with effects, effects like emotions, feelings, expressions etcetera, so that is called effective leadership.

So effective leadership means a leader who can emote, who can express his thoughts, emotions, feelings who can regulate others emotions, persuade others, motivate others, influence others. So that is called effective leadership. So to be an effective leader the leader requires the effective leadership, like when we talk about transformational leaders, in transformational leaders or the authentic leaders.

So we also expect that along with the intellectual caliber, intellectual stimulation etc, and trend you know intellectual thoughts, ideas, visions, missions, etcetera. The leader also need to acquire or possess certain effectiveness skills like related to emotions, feeling, empathy, compassion, in cooperative positive attitude, helping attitude, etc.. etc..

So now the next another component is emotional contagion, we have already discussed about emotional labor that is while we are making a special effort, conscious effort of expressing an emotion. So emotional contagion, emotional emotions are some of the emotions are also

contagious it can be spread, it can be shared instantly with conscious effort without conscious effort.

So that is called emotional contagion, when it gets contagious is spontaneously consciously also induce the same emotion among others, let us share with others in the social context, it generates the same emotion among others in a group context, then it is called the common emotional contagion. So it is a process by which emotions share across the group in the social context.

You might have observed any kind of education is started in the student in the University of the college campus, with one situation, with one instance, with one individual or two individuals when they get educated the whole campus get educated that is the emotional contagion. Similarly, when we celebrate like, India won over any of the country West Indies, Pakistan, Australia etc., in some of the IPL match or any test match.

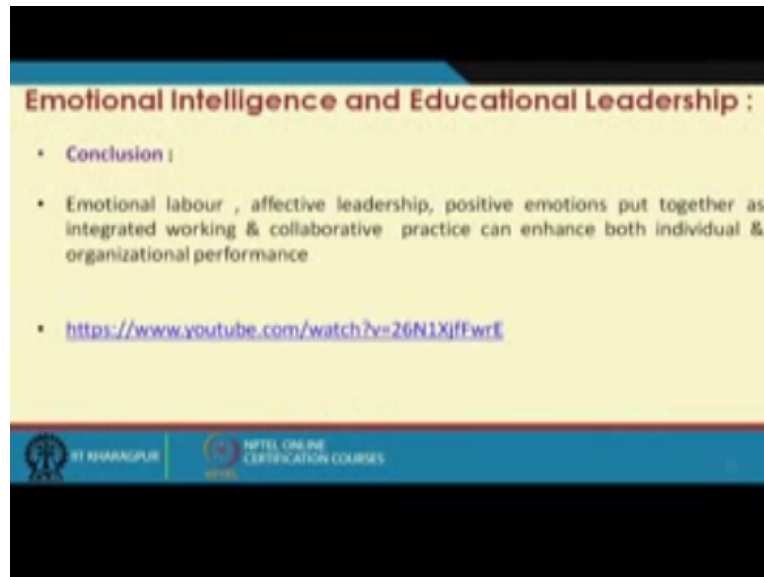
So when the happiness click there, so all of us we instantly become happy. So it is in that context we can say the emotions are contagious, it can quickly spread it, it can quickly be shared by other group members instantly in the social context and can occur spontaneously and consciously induces. It can instantly, spontaneously can be generated as well as we can also stimulate others, we can induce others to feel happy to feel to celebrate victory, to feel happy to be able to be very joyful in a particular moment.

So emotional contagion and the performance outcomes both the individual and the group context are very much related. So when we are talking about the more educational leaders or the transformational leaders to motivate others to intellectually stimulate the fellow, colleagues and the staff, and to motivate the stakeholders or make them committed towards the community development this and that.

So here again we have to make the emotion more contagious, in order to make them more motivated, in order to make them more committed. So in a group context if we if you want to generate a particular kind of positive emotion we have to induce others, consciously by making special effort, the purposeful you have to make effort to make it contagious, and so that every member in the group context feel the same experience in the same emotion.

So the primary motto is a diagonal to motivate others, to energize the group members, to develop, to strengthen the group dynamics, group emotional bonding, and to motivate all of them to work together collaboratively.

(Refer Slide Time: 07:55)



So we can say to conclude this factor now we can say that emotional labor that like making special effort, adopting a particular strategy, to exhibit, to show positive emotion or if it is required whenever it is required to show the sadness, negative emotions like sadness, like these kind of thing. So emotional labor effective leadership, this leader who can show off, who can exhibit demonstrate his own emotions openly, like emotions, feelings, and openly before others.

Positive emotions also positive emotions are you know it is more influential and it is more induced, it is more you can say motivating in the sense that to induce a motivation, to induce positive spirit, positive energy. So positive emotions all these things, if these things put together like emotional labor, effective leadership, and the positive emotion if these three things can put together as an integrated working model, it is an integrated working mode, like it is a part of our working model day to day functioning with the collaborative practice.

All of us we need collaboratively practice it is not that is only one individual leader practice it, but all of us, all the group members, all the employees and the staff we collaboratively practice this. And we perfectly blend this and integrate this in our work style, in the workplace learning workplace performance.

So definitely it is going to enhance both the individual and organizational performance. So both the individual and our measure performance can be enhanced by perfectly blending emotional labor, genuine emotional labor, effective leadership, positive emotion, integrated working style, collaborative practice together. So here one thing is that, so in this process or every individual member, every individual staff and colleague and student etc., they will learn and they will develop emotional intelligence.

Sometimes we can also organize some workshops, and training programs purposefully to develop these kinds of soft skills, and how to develop the emotion intelligence among the students. Nowadays, primarily it is very much required to give special training exclusive training to our students to our students, to our school students, college students, to deal with their stress, to deal with their academic stress, to deal with their personal stress, to deal with their traumas, to deal with their failures.

How to maintain that the interpersonal relationship, how to maintain the social relationship, how to maintain a bond with the family, with the friends, and mothers. Even though it is in the, it is everybody is a little busy with social networking, and Facebook and this and that. But they are remaining very a loaf and isolated from this kind of actual real-life situation.

Hence, our suggestion, our effort should be in the direction of making each and every individual child, each and every adolescent, each and every college student to learn about emotional intelligence, and how to develop within themselves, to organize different kinds of training programs, workshop, and give them some kind of internship with the real life situation with mentoring etcetera.

So that from the very beginning they develop this emotional intelligence, because it can resolve many of their academic conflicts, personal conflicts, emotional conflicts, interpersonal conflicts. And so, that they become very matured quick enough, matured and they can deal with their stress, and negative emotions, and traumas, and failures, you know very boldly en-courageously etc.

Now in the today's scenarios it is of the heightened importance and it is very urgent that in their academic curriculum, in their curriculum framework. We have to put this exclusively give emphasis on this emotional intelligence, and training purposeful training on emotional

intelligence, organizing workshop training, workshop etcetera, from time to time for developing their soft skills.

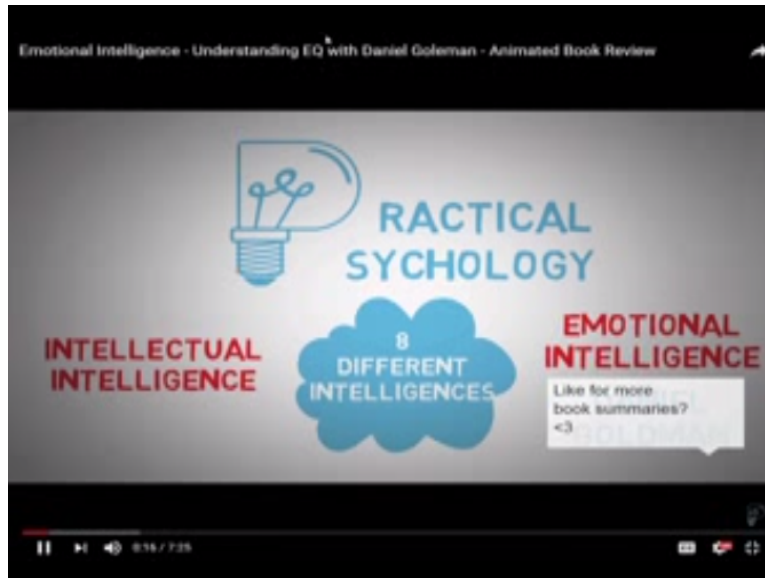
And especially emotional intelligence to deal with their day-to-day traumas, due to their hazels and bazles due to their failures, to strengthen their emotional life, so that they can perfectly blend it with their intelligence, whatever intelligence potential they are having. So they can get the academic success not only that means, how to set the priorities, how to fix different alternatives, how to strategically approach.

We need to teach all our students, all our learners from the primary school to the University students, we need to organization, need of the war, need of the hour, we need exclusively for the students urgently we need it for the students, and as well as we should also provide it to our young teachers, even adult teachers, staffs and colleagues or all of them.

So it is my request to all the viewers to take this concept very seriously, that means you can in your respective workplaces, you can organize the things, and intentionally, individually by making effort also so many videos are also available in the YouTube by going through these video, by talking to our peers, by strengthening our interpersonal relationship with the family, with the friends.

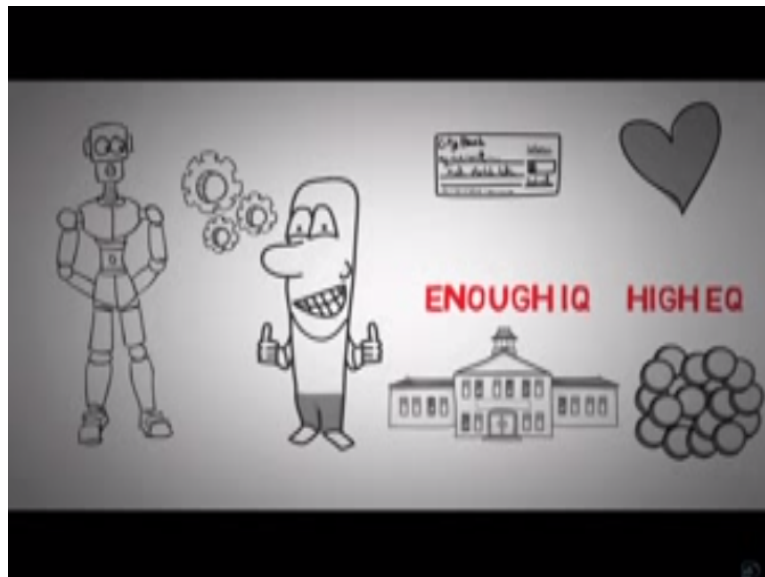
So we can also consciously make effort to develop these emotional intelligence within our citizen, very urgent, is very important component in our life. So now we will just have a look on this video, YouTube video from which we can also learn so many things.

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So what is the difference between intellectual intelligence and emotional intelligence? Now there are actually eight different intelligences that have been categorized, but today we are going to be looking at emotional intelligence, specifically the book written by Daniel Goleman.

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So why is emotional intelligence so important? Well you can tell the difference between a robotic person who knows a lot, but they have a very little emotions and acquires American intellectual who seems to move a whole audience. And you cross who tell it in the rinky count, friends and love lives as well.

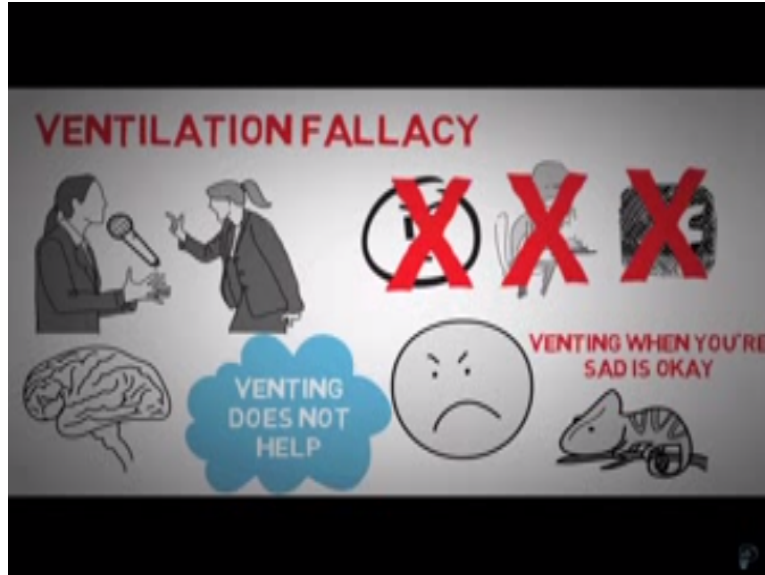
In fact then your government says that those who have just enough IQ to get into a decent university, but have a stellar EQ, the ones who wake in the most catch. So how can you develop your EQ and working due to cultivate.

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So there are five areas of growth, you can work on to increase your EQ score developed by Daniel Goleman. I am going to go over some topics have revolved around him and how you can work on increasing your emotional intelligence today. So the first is self awareness, the second is managing emotions; the third is self motivation which personally this is an area I can work on, the fourth is empathy, and the fifth is handling relationships.

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So the first big topic we are going to go into today is called the ventilation fallacy. So there is a sterile typical file in modern society that to get over your feelings, or anger or something like that, we must talk about them. And this helps to some degree to cognitively think about your subconscious feelings, but venting does not help.

Yelling, ranting, typing up essays over bitterness, flipping someone off, asses poles of poison as a status update, or any other for an venting method are according to Daniel's theory wrong and technically make the situation worse. See venting when you are angry through longer feelings, and does not help stop them.

Government and many other studies have proven this. I think venting when you are sad is okay, because it is a great way to find out why you are sad, and thus you can make the changes you need to, to not be sad anymore. When you are angry, and it is usually not much cognitive thinking, and it is usually, mostly just emotional lizard brain thinking that happens to cause problems on the road

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So try not to vent, so the next topic we are going to go over is to try not to ruminate everything's, instead try to find distractions. So in high school I used to be very subconscious by the things I would say to other people like was I funny, did I sound smart, these meant a lot to me when I was in high school. And I thought about them a lot. Eventually I started a new hobby, I started the weight lifting.

Now this little hobby lasted for probably 4-5 months, but I lifted good and amongst every single day. And this was a great distraction.

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But it also built up my physical stage which physiologically made me more confident. So I distracted myself about what I would say by weight lifting. It is current of hard to explain, but my confidence increased, and I did not worry about as much what I said. I know some people do with depression and negative thoughts every day. In fact I dare to say lots of people do. And there was a way around this, because I have been there, and I know the environments and thoughts and fears and pain.

They only self feed and they grow and it is hard to get out of. So negative thoughts keep you in the negative mindset, and just like the confirmation bias they welcome firm your sad feelings. According to their availability bias things that you ruminate on, things that you are constantly thinking about will stick around easier and they will go away on their own. So you need to fill your head with new ideas instead, get some hope I am starting a business.

Gain some confidence by working out, do something physically active to distract your brain and raise it to a higher energy level. It can be done, you just have to have the motivation to do it, which is also very important to emotional intelligence and like willpower can be strengthened over time.

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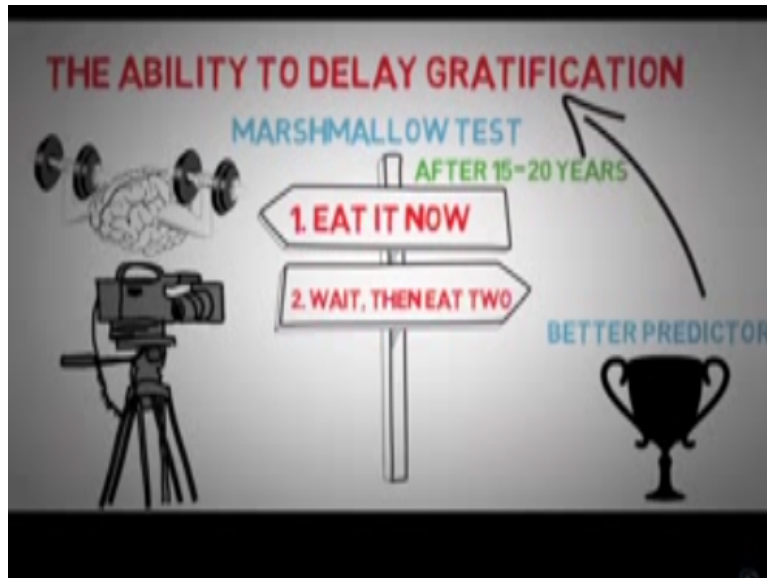


So the next big topic is going to be the self motivation. So self motivation is obviously, closely tied to willpower and you can cultivate it. Most of the time passion will drive you to do something. So find that, find something that you have passion and you likely have tones of self motivation. For me at times there has been web development, playing with lasers, weight lifting. And now it is making awesome helpful videos.

So the important thing this is you have to be very self aware, you have to know what you can do to motivate yourself. So many go into a lot of sub category, most people are motivated by one or four things, they all start within money, mating, momentum or mastery. Of course, money has material things in gaining wealth, mating is sexual or romantic desire. And this helps if you want to lose weight, weight lift or getting better shape.

Momentum is basically freedom during what you want, where you want, and always growing. For me this channel is momentum is huge, I love waking up and saying 300 new subscribers or a couple of Facebook messages about how I have changed someone's life. It drives me to make more videos knowing I am making a difference in so many lives. And the last is mastery, which is basically status, and being able to tell others agree leader or, you know how to program and eight programming languages or speak in 14 or you are in 8th degree black belt. Find work motivates you and use it to your advantage.

(Refer Slide Time: 18:29)



So if you have never heard the Marshmallow story, I am going to sum it up pretty quickly, basically they take a moment to little 4 year olds and they bring them into this room and they give them two options, one like an eat a marshmallow right now, it two they can wait and tell their researcher gets back and have two marshmallows.

And they actually video take this study, so they did after probably 15, 20 years they started, and they went back to these people and they were trying to figure out that the people that waited and got the two marshmallows and they practiced delayed gratification, where they more successful, what they found was that after graduation waiting having this ability to delay gratification would say better projector than IQ or their SAT's course.

It is also a huge factor as most of the intelligence and future success. So there is also studies that say you can strengthen your willpower and your ability to delay gratification just like a muscle. And also that it gets weak throughout the day and the more you use it also like a muscle. (Refer Slide Time: 19:21)

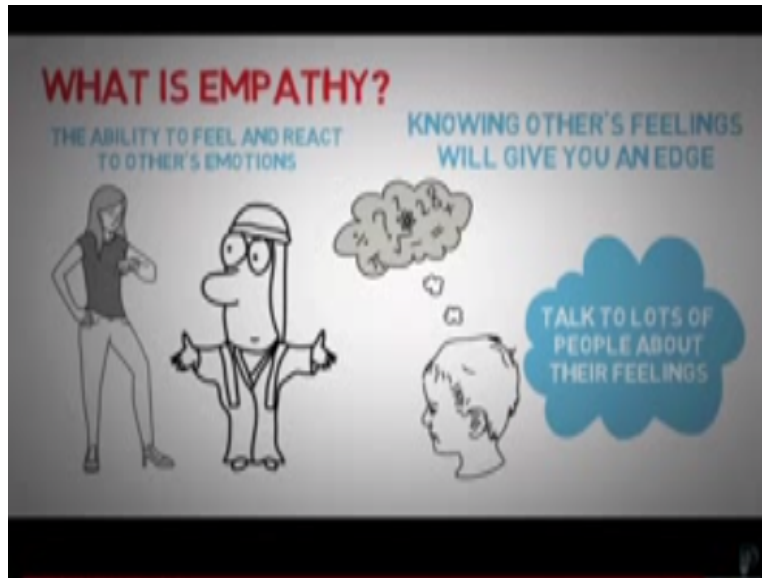


So the next topic I would like to go over is that emotions are contagious. So there was a study when I took a volunteer with a high energy level that is there were super excited pumped up exuberant and they put him with another volunteer with a low energy level. That is they were almost a praised. And they set them in a room for a couple of minutes to talk. But before they talk they felt lot of form giving them a qualitative review of their moods.

The couple of minutes later and magic happened, they gave the form back to both people and what they realized was that most people did not stay the same energy level. In fact, in most cases the high energy level was transferred to the low energy person, which means that if you are in a slump were and you can seem to get happy, or be excited about life. Sorting in around people with lots of energy, lots of drive, lots of people who are ambitious and happy about life, because it is contagious.

On the other hand if you see one of your friends in the dumps do them a favor and help them out. It starts spending more time around them.

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So the next topic is going to be empathy. So empathy is the ability to feel and react to the emotions of others. Now this is a requirement for being a great leader, and you must know what motivates other people and how to pick someone effectively when they are in a road. So knowing other people's feelings especially if you know them better than I do, will give you an edge, and you will be perceived as highly intelligent in any field.

But the best advice I can give you is to talk to lots of people about the feelings on an emotional level, and finding out how they take.

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So the last topic we are going to talk about is managing relationships. And this topic is claimed how hard we go into in this video. So if you want to check up my other videos also check up Gary Vaynerchuks videos. He has some amazing videos on managing relationships and empathy, go check them out.

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And I hope you guys enjoy this video and learn something from it. If you did is smash that like blow, thank you for watching and subscribe for more amazing life changing videos. So all of us we should make efforts to consciously develop our emotional intelligence, because it is, it can be developed till the end of our life, it is a continuous process like the learning, it is a learning cycle, it is a social learning, it is a social intelligence.

So all of us we should make effort to update, improve our emotional intelligence again and again, from day-by-day to make it as maximum as possible, because it is, you can say it can be ever stage through the last stage for life, so it is a ongoing continuous process. All of us we should make continuous effort.

So not only to understand our own emotions, and our perfectly to well blend it in our though process, so that we can achieve academic success, professional success, we can maintain healthy interpersonal relationship. But also we can help others in understanding their emotions, their problems, motivating them, guiding them. Especially in case of the students, in case of the learners, in case of the children.

So in this way the teachers, teacher educators, educational leaders, they can enhance their self efficacy, and self esteem. You know by again and again validating their social perceptions, self perceptions, through intuition, and through the learning experiences, through and authenticated through experiences learning, by taking others feedback by developing the social perspective, perceptiveness.

So in this way not only we can enhance our individual effectiveness, leadership ability, we can make our life much more easier, a better life, quality life, happier life as well as the successful life. So it is my request to all of you, all the viewers to take this topic very seriously, make conscious effort not only to develop among yourself, the emotional intelligence and competence.

But try to in call get, I will try to develop these kinds of skills and competencies among each and every stakeholders the learners, the students, the staff, the colleague, among everybody. So they are automatically, subsequently 80% of our social conflict, 80% of our interpersonal conflict, 80% of our workplace conflict can be reduced, and we can lead a very happy life, a very healthier life. So now we come to an end of this chapter, now thank you very much, the next session we will continue to another topic, thank you.