

**Emotional Intelligence ,
Self-Directed Learning and
Future Learning**

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Emotional Intelligence

Leadership and Emotional Intelligence

› Karl D. Radnitzer

- **Interests:** Leadership, Emotional Intelligence, and Leadership Development (especially students), Self-Directed Learning opportunities in traditional settings
- **Experience:** pre-school teacher, first grade teacher, third grade teacher, science teacher, school administrator, and school guidance counselor

Overview of Emotional Intelligence

Overview

- › Emotional Intelligence
- › Self-Directed Learning
- › Study of Relationship of EI and SDL
- › Application to the Classroom/Learning

What is Emotional Intelligence?

problem based learning

What is Emotional Intelligence?

- › Factors that are related to success in life, work, and all that people do
 - › Helps us understand why some people will perform more effectively than some others
 - › Different than IQ (cognitive intelligence)
 - › A dynamic process of learning skills to understand yourself and others
- Most widely studied by Daniel Goleman ("Primal Leadership" (2002), "Working with Emotional Intelligence" (1998), "Emotional Intelligence" (1995))

Overview of Emotional Intelligence

- › EI is a better predictor of "success" than IQ.
- › EI is twice as important as IQ or technical expertise (Goleman, 1995).
- › EI affects learning.
- › EI can change and develop.
- › EI is a life long skill which impacts both resilience and intellectual development.

What is Emotional Intelligence?

- › Emotional intelligence is a LEARNABLE ability. In *Working with Emotional Intelligence*, Goleman (1998) writes that EI... "refers to the capacity for recognizing our own feelings and those of others, for motivating ourselves, and for managing emotions well in ourselves and in our relationships" (p. 317)

problem based learning

Self-Directed Learning

Slavin, M. Self-Directed Learning, 1977

Daniel Goleman, Ph.D.
*Working with
Emotional Intelligence*

We are being judged by a new yardstick: not just how smart we are, or by our training and expertise, but also how well we handle ourselves and each other.*



The Need to Develop Emotional Intelligence

- ▶ A survey of US employers reveals that:
 - More than 50% of employees lack the motivation to keep learning and improving
 - 4 in 10 people cannot work cooperatively
 - Only 19% of entry level applicants have adequate self-discipline for their jobs
 - Leadership development programs yield disappointing results, wasting billions of dollars
 - 70% of all change initiatives fail due to people issues—inability to lead, lack of teamwork, unwillingness to take initiative, inability to deal with change, etc.
 - Primary derailer of top executives: a lack of impulse control

Longitudinal Studies (40 years)

- ▶ Somerville study, 450 boys (2/3 from welfare, 1/3 IQ's below 90). Results: ability to handle frustration, control emotions, and get along with other people were the most significant factors for success in life.
- ▶ Berkeley study, 80 Ph.D. students in science, battery of tests (personality, IQ) and interviews in 1950. In 1990, tracked down and estimates of success were based on resumes, experts in own field, etc. Results: social and emotional abilities were 4x more important than IQ.

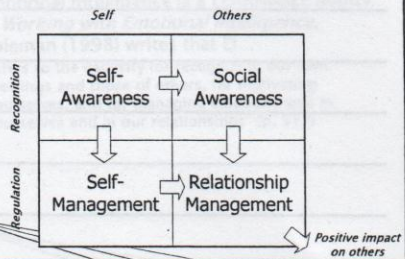
What Emotional Intelligence isn't...

- › Cognitive Intelligence (IQ)
- › Aptitude
- › Achievement
- › Vocational Interest
- › Personality
- › Static - results can change over time

Emotional IQ has 4 components

- › Self Awareness
- › Social Awareness
- › Self Management
- › Relationship Management

Emotional Intelligence The Conceptual Model



Self-Directed Learning

(Knowles, M. Self-Directed Learning, 1975)

› "a process in which individuals take the initiative, with or without the help of others, to diagnose their learning needs, formulate learning goals, identify resources, and evaluate learning outcomes."

Allow individual thinking time, discussion with partners and then report to class.

Instrumentation

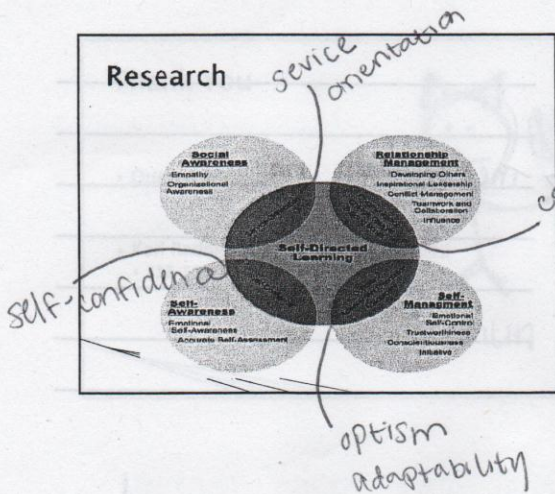
Students in leadership development program

Emotional Competence Inventory (ECI-U)
(Goleman, 1998)

Self-Directed Learning Readiness Scale
(Guglielmino 1977)

learn because you want to learn

Research



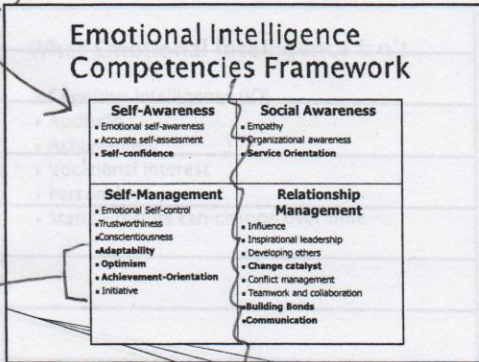
always looking forward
own responsibility

Aspergers kids
↳ kids w/ Aspergers

4/28/2012

Start w/
Teachers

Relationship



Applications

- Quotes as a Warm-UP activity (Follow up with brief discussion)
- Look for EI themes in books, discuss them
- Read stories about people who show courage. Interview people in our own life who showed courage
- Keep conflict journal
- List all conflict for a week as seen on TV, stories, etc. Reflect on how to solve them
- Career Days

student responses/reflections

self-directed learning
↳ meaning to material

Applications

- * Discuss concerns openly with a colleague or friend as a new teacher
- Watch a movie or a TV show without the sound and focus on the body language and facial expressions of the actors
- Read, Experience, Read, Experience
- As a new teacher, develop your own self-development plan, teach to your strengths

-hands on experience

The Office

slowly Δ curriculum

Know your Role!