



Human Optimization

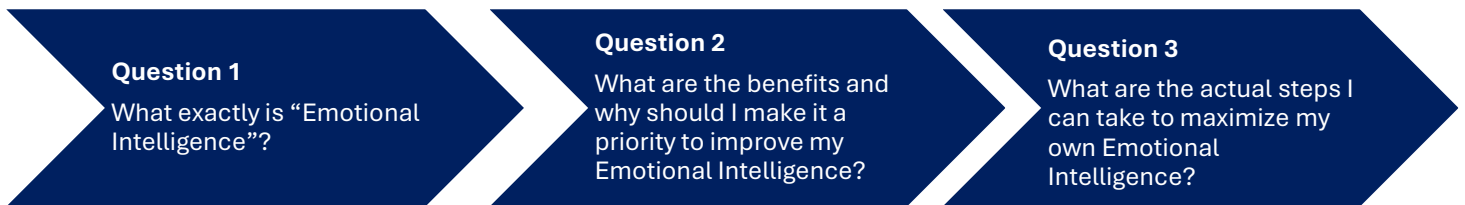
Pod Club Discussion Questions



E3 Emotional Intelligence Explained: How to Recognize, Understand, and Use Your Emotions to Be a More Effective Human

Guest: Mary Ann Djonne, Professional Certified Executive Coach and Senior Advisor in Work Force Learning at Mayo Clinic.

The three big questions explored in the podcast:



Discussion Questions:

1. Mary Ann Djonne defines emotional intelligence as "personal and social competence," broken down into self-awareness, self-management, social awareness, and social management. Which of these four components do you feel is your strongest? Which one presents the biggest opportunity for your personal growth?
2. The podcast clarifies that emotional intelligence is not about always being "nice" or suppressing emotions but rather managing them effectively. Can you recall a situation where you might have misunderstood this, and how might a different approach, informed by EI, have changed the outcome?
3. Dr. Camp and Mary Ann discuss IQ as a "threshold competence" and EQ as a "force multiplier." How has your own experience, or observations of others, illustrated this idea that emotional intelligence can significantly amplify one's abilities and impact?
4. Signs of low emotional intelligence include reactivity, strained relationships, and misinterpreting situations. The challenge at the end of the episode asks listeners to identify their top five triggers. What do you anticipate learning about yourself by completing this exercise, especially if you share it with a trusted loved one?
5. The "ABCs of emotion" (Activating Event, Beliefs, Consequences) and the concept of being an "emotional scientist" are presented as tools for self-awareness and self-management. How might applying these tools help you pause and question your self-talk before reacting impulsively in a challenging situation?

6. For social awareness and management, the podcast suggests assuming benign intent, asking questions, and paraphrasing. Which of these practices do you find most challenging to implement in your interactions, and how might practicing it improve your relationships?
7. The discussion links emotional intelligence to moving from "running from burnout" to "running towards thriving and joy." How do you see improving your emotional intelligence contributing to your overall well-being and sense of thriving, both professionally and personally?
8. Mary Ann emphasizes that emotional intelligence can be measured and improved, but it requires "practice and intention." What's one specific, intentional practice you could commit to this week to begin or continue improving your emotional intelligence?
9. Based on this episode, what is one small change you are going to make to help improve in this area. How are you going to keep yourself accountable to that and measure your success? (Be sure to keep it simple, start small, and make it very clear).