

**SUPERPOWER: EMOTIONAL INTELLIGENCE**

# THE INTANGIBLES

**EPISODE ONE:**

**BUILDING TRUST  
TO UNLOCK TEAM POTENTIAL**

PRESENTED BY  
ADVANTAGE PERFORMANCE GROUP

YOUR ADVANTAGE HOST: PEG RUPPERT



*Advantage*



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## INTRODUCTION: WHY BUILD YOUR EQ?

When things feel uncertain, focus on what you can control—your people, your culture, and how you lead. These **intangibles** are your **advantage**.

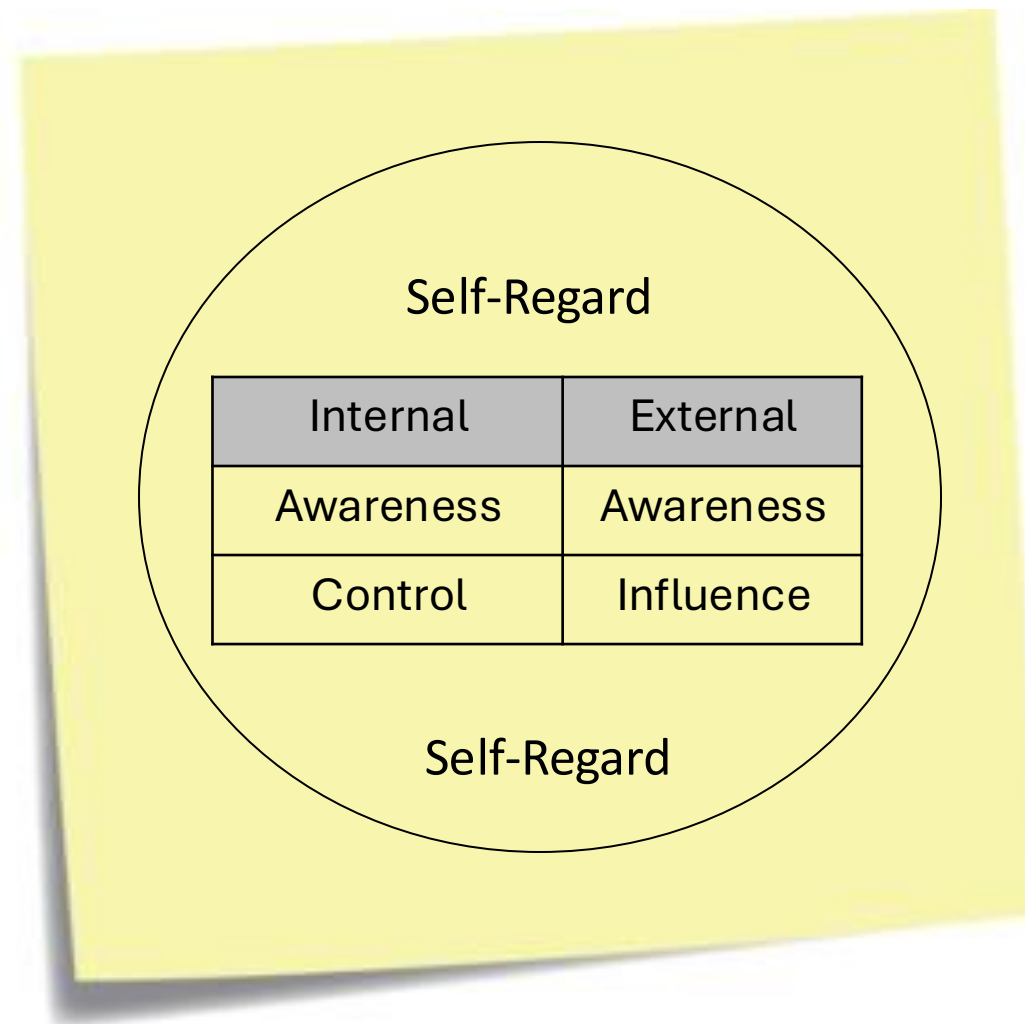
With strongly developed **emotional intelligence**, you can master emotional awareness and create environments of deep trust.

You can read the emotional landscape of a room in seconds, respond with clarity and compassion, and ensure every voice is heard. Your presence **calms**, **connects**, and **empowers**.

“

Leaders who possess high emotional intelligence are better able to inspire, motivate and engage their team. They create a positive and inclusive work culture that fosters creativity, innovation and success.”

Michael Gillespie,  
BlueEQ Founder



# EQ —YOUR SUPERPOWER

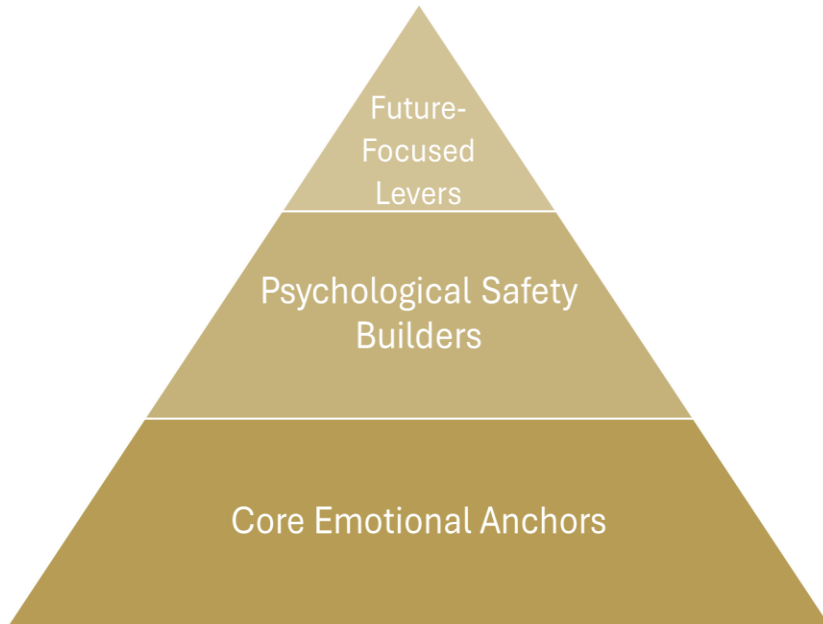
- “A high-EQ leader turns pressure into **presence.**”
- “A high-EQ leader brings **clarity** where there’s confusion.”
- “EQ turns instability into **informed and centered leadership.**”





# WORKSHEET

## PART 1



### Dimension

Empathy

### Why It Builds Trust & Engagement

Helps people feel seen and valued; reduces fear and isolation.

Mindfulness

Keeps you present to emotional cues, power dynamics, and what people aren't saying.

Influence

Enables guidance without control; people follow because they want to, not because they have to

### Dimension

Optimism

### Why It Drives Focus & Clarity

Sustains morale and creativity - even when conditions are unclear.

Anticipation

Helps teams prepare and adapt rather than react blindly.

Introspection

Keeps you learning and adapting across cycles of change.

### Dimension

Self-Knowledge

### Why It's Foundational

You can't regulate what you're unaware of and prevents blind spots and missteps.

Impulse Control

Emotional regulation ensures you don't pass stress or fear onto the team.

Stress Tolerance

The leader's ability to remain composed under pressure is contagious.

Resilience

Without it, everything feels terminal. With it, setbacks become temporary.



# WORKSHEET PART 2

## IF YOU SEE ... DEVELOP **THESE** DIMENSIONS

EMOTIONAL REACTIVITY



Impulse Control, Emotional Stability, Stress Tolerance

PSYCHOLOGICAL FRAGILITY



Resilience, Self-Knowledge, Delayed Gratification

TEAM FEAR AND SILENCE



Empathy, Mindfulness, Observation and Interpretation

LEADERSHIP DISCONNECT



Self-Awareness, Monitoring, Influence

INNOVATION FREEZE



Optimism, Anticipation, Inclusion Safety

BURNOUT AND DISENGAGEMENT



Resilience, Accountability, Optimism



## WORKSHEET PART 3

*These are some of the relevant EQ dimensions measure by Blue**EQ**. During times of uncertainty, here's how they help:*

- **Resilience** - Keeps people moving forward through setbacks
- **Stress Tolerance** - Maintains stability and performance under pressure
- **Impulse Control** - Prevents reactivity; enables thoughtful responses
- **Optimism** - Sustains morale and hope
- **Empathy** - Builds trust; validates emotional experiences
- **Anticipation** - Improves preparedness and decision quality
- **Self-Knowledge** - Promotes intentional leadership and emotional modeling
- **Mindfulness** - Anchors focus and calm
- **Influence** - Inspires action through connection and clarity
- **Introspection** - Enables course correction and personal growth



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## SELF-REFLECTION

Use the space below to reflect on the EQ dimensions in play in your situation, make notes on which dimensions you plan to work on, why they are important, and steps you plan to take. Your BlueEQ scores can be improved with tips provided in your assessment results. Good luck!



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### NEXT STEPS:

- Take the **BlueEQ** emotional intelligence self-assessment – **watch your email** for access!
- **Contact us** or **talk to your Advantage partner** for a free follow-up opportunity to **interpret** your results and explore bringing a BlueEQ workshop, master class, or learning journey to *your* organization!
- Be sure to sign up for our **next 2 episodes** of *The Intangibles*!
  - Unleashing the brilliance in others, featuring *Multipliers* **on July 17**
  - Going from great to extraordinary, featuring *The Level Five Coaching System* **on July 24**

**THANK YOU**  
for joining us!

WE  YOUR Feedback!

