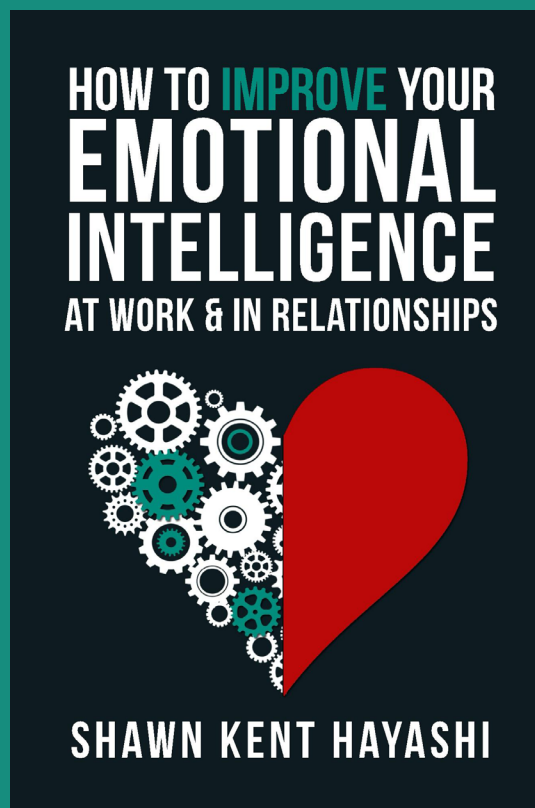


EQ CIRCLE

BOOK DISCUSSION GUIDE



COMPANION FOR

HOW TO IMPROVE YOUR
**EMOTIONAL
INTELLIGENCE**
AT WORK & IN RELATIONSHIPS

BY SHAWN KENT HAYASHI

How to Create Your Own EQ Circle!

- Start by choosing 4 - 6 people with whom you'd like to have an outstanding relationship based on trust and respect. These can be co-workers, family members, friends – whomever would like to join you in a journey of self-discovery and self-mastery!
- Download and use the [EQ Circle invitation](#) to ask these people to join you.
- Agree to meet 5 times and focus on one chapter in the book per meeting and to complete all journaling associated with the chapter.
- Meet somewhere comfortable where you can talk openly and share your stories and experiences.
- Use the questions in this EQ Circle Discussion Guide to lead your conversation. You may use the questions here or use the guide in the back of your book.
- Complete the activities, then write about your own experiences and share your learning with your discussion group. You will grow! You will build new skills that will last your lifetime, be useful where ever you go, and transform your life and relationships for the better.
- Repeat! As you benefit from this EQ Circle, invite more people and create a new group! Keep the learning going for yourself and others! Watch your relationships thrive!

Chapter 1

Getting Ready to Thrive

DISCUSSION QUESTIONS

- Who are the people you enjoy being around? Do they tend to be more like Ashley or Mary? What is it about them that makes their company enjoyable? What common attributes emerge from your discussion?
- Choose an emotion from the seven core emotions and compare personal definitions with each other. Are there differences in how you all have defined this emotion? Why is it important to note these differences?
- In what ways has tracking your own emotions for 30 days made you more observant of how emotions show up in others?
- What is the impact of your new self-awareness?

Chapter 2

Using Your Emotions as a GPS: The Questions to Ask for Each Feeling

DISCUSSION QUESTIONS

- What stories in this section really spoke to you?
- What stories helped you process through an emotion?
- What is the most difficult emotion to process? Discuss this as a group. Do you all agree on the same one?
- Share a story about how you processed yourself through an emotion.

Chapter 3

Making Better Choices

DISCUSSION QUESTIONS

- In what ways have you been empowered to make better choices after reading this chapter?
- How can you use your “That’s for Me!” list as a trigger?
- Think about the vocabulary you have acquired for describing your emotional experiences (emotional set-point, internal and external triggers, emotional hijack, etc.). Has this new vocabulary contributed to raising your Emotional Intelligence Quotient (EQ)? Why or why not?
- Once you’re clear about your own triggers, do you think it’s possible to identify someone else’s triggers? Why or why not?

Chapter 4

Living Your Passion

DISCUSSION QUESTIONS

- Does having insight into your own motivators help you connect with joy?
- How could recognizing other people's motivators help you improve your relationships with them?
- How do our motivators impact how we define success?
- In what ways do your motivators impact what you listen for in conversations? In meetings?
- What are your motivators? In what ways are you living your motivators?

Chapter 5

Focusing Outward

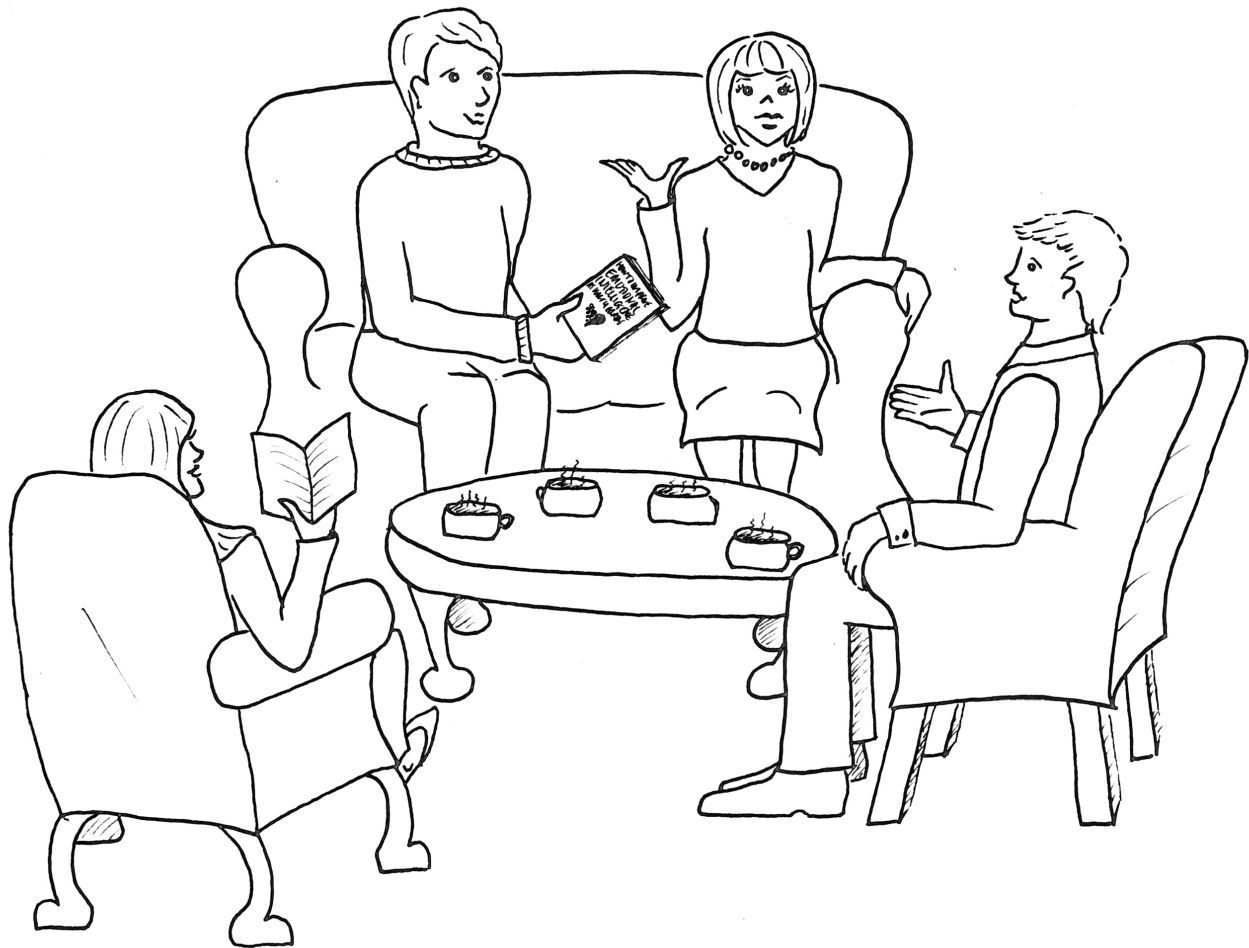
DISCUSSION QUESTIONS

- Share examples of people who have positive emotional wakes. What actions help them generate such a positive wake?
- Think of someone who might experience your emotional wake as negative. What are specific actions you can take to change your emotional wake from negative to positive?
- Discuss how you might use empathy to change someone else's negative emotional wake.
- Why is empathy associated with effective leadership?
- How did you benefit from this discussion group?

Continuing the Journey!

Who else do you know who would benefit from reading and discussing *How to Improve Your Emotional Intelligence at Work & in Relationships*?

**Invite them to create a new EQ Circle!
Keep the learning going!**



About the Author

Shawn Kent Hayashi is the founder and CEO of The Professional Development Group LLC, Executive-in-Residence for the Lehigh University MBA Program, and a global expert in developing collaboration and high performing teams.

Shawn is a dynamic speaker and executive coach with deep experience working in entrepreneurial companies, Fortune 500, and associations around the globe. Her practical strategies, anecdotes and real world solutions are highly relevant in business today. Shawn delivers keynotes and unforgettable presentations customized to conferences or corporate meetings.

Shawn's TEDx talk on The Future of Talent@Work presented her optimistic view of coming changes to the workplace.

As an executive coach and high performing team consultant, Shawn facilitates growth in leadership ability, emotional intelligence, communication skills, stronger relationships and teams, and effective presentations. She guides leaders to achieve positive, lasting changes in behavior – for themselves, their people and their teams.

She is also the best-selling author of the Conversations Trilogy: *Conversations for Change*, *Conversations for Creating Star Performers*, and *Conversations That Get Results and Inspire Collaboration*.

Shawn earned an M.S. in Organization Dynamics from the University of Pennsylvania.

Learn more at www.YourTalentAtWork.com.