

visioned by

FQUR

...growing from within...

THE X FACTOR IN BUSINESS & LIFE – EMOTIONAL HEALTH

Emotional health is the sense that what is happening, is happening now.

It is experiencing the world at first hand; immediate, rather than only knowing what was experienced when you reflect upon it later. You are, as the sports commentator puts it, 'in the zone'.

You feel real rather than false. You are comfortable in your skin: you do not wish you could be someone else, nor do you look down on others for not being like you. You know what you are thinking and feeling, even if sometimes that only means knowing that you don't know.

You have your own consistent ethical code which enables you to distinguish between right and wrong. You are stoical in the face adversity, realistic in your ideas and often seen to be wise in your judgments. You have the capacity to have insights into your own actions. You can sometimes spot in advance when you are about to make a mistake and avoid it, or can see when you are acting irrationally to a situation and correct yourself – so having lost your temper you do not do it again, you can recognise the feelings or the signs and take a breath, slow down or walk away and control your emotions.

This gives you the nectar of the soul, the capacity for choice, and therefore for change. The only thing that is constant in life. Such self-awareness is what sets us apart from other animals.

In your moment to moment dealings with other people, you are a good judge of what they are feeling and thinking. You are able to live in the place where self and others meet, without tyranny. You do not get 'jammed on transmit' or 'jammed on receive'. You live without flooding or dominating others, nor are you flooded or dominated.

You are adaptable without losing yourself. When in professional or social situations that demand a level of falsehood, you can put on a face to meet the faces that you meet without losing your authenticity Your real self is as close as possible to the one you are presenting to others, depending on what is feasible. For if a lie is necessary, you lie, for the greater good, not for the ego of self.

Your vivacity is striking, there is a liveliness you bring to any situation, but it does not feel frenetic and does not smack of 'keeping busy' to distract from bad feelings. You are spontaneous and always searching for the playful way of handling things, retaining the child like sparkle, a conviction that life is to be enjoyed, not endured. You are not bogged down in needy, childish, greedy, game-playing manipulation.

You may suffer depressions, rages, phobias, all manner of problems from time to time. You make mistakes. But because of your emotional health, you are able to live in the present and find the value in your existence, whatever is going on, and this makes you resilient.

When people leave your presence, they often feel better able to function, more vivacious and playful. Your emotional wellness rubs off on them. You are no martyr but you are widely regarded as a valuable contributor to your professional and social circles.

Now, you may never have met anyone quite like this.....it is what I mean by emotional health.....and none of us are emotionally healthy all of the time.

There are always four personal aspects to leadership as there are to any human being.



Physical – PQ - To Live – Human-Living:

Are you as fit and healthy as you can be....with the one and only body that your life will have? In the key leadership area of being a parent – children only learn three ways – firstly example, secondly example and thirdly example! Eighty per cent of all children born to obese parents WILL become obese – no matter what they read (IQ). Too busy with 'busyness' to show your children (your legacy) how to live healthily, thus placing hoarding before health or money before morals? How can you change to be the example you wish to be?



Mental – IQ – To Learn – Human-Doing:

Are you maximising your cognitive capacity – i.e. your skill to memorise facts and solve puzzles? This one is normally covered by society's need to attempt to measure humans for their worth in society.....a very narrow and brittle concept of schooling rather than education....and one which generally reduces self-esteem, the higher you go in the constant hierarchical comparison academic world. Can you use it to 'serve' the other three quotients?



Emotional – EQ – To Love – Human-Being:

Are you constantly assessing your relationships both with self and others and seeking to improve them through improving yourself? Remembering that the only person you can improve on the planet is yourself. To seek to change others before firstly exploring changing yourself, is to be full of EGO (Edging Goodness Out).



Spiritual – SQ – To Leave a Legacy – Being Human:

Are you constantly seeking to explore who you are and what you stand for? If someone instead of asking you what you do (Human-Doing) – was to ask 'Who are you?' (Human-Being).....what would you say?

EMOTIONAL HEALTH

A LIFETIME COMMITMENT TO THE SELF-DEVELOPMENT CYCLE



People who are emotionally healthy will, on a daily basis, travel round this never ending upward spiral of constantly developing personal awareness, from which all change and growth emerges.

And this is not only emotional health for you as a person – it is exactly the same for your team, family and organisation.

'Know and control self – before lead and enable others'

The key however, is that Emotional Intelligence (EQ), unlike IQ (which peaks at around 21 and diminishes thereafter) can grow and develop until the day you die. Yet we almost totally ignore it in 'Schooling'.

BIG PICTURE

Families and organisations are simply larger 'organisms' and act and react in similar ways to the existing dominant 'person' or culture, either consciously or unconsciously.

Such 'organisms' almost always reflect the character of the boss (dominant adult - IQ – hierarchy – Human-Doing) or hopefully leader (trusted person – EQ – meritocracy – Human-Being).

It is also important to remember that emotional health is not defined by either mood or sanity. It is a different matter from mental health.

If we look at organisations with good emotional health and relate that to the Sunday Times Top 100 Companies to Work For.....emotionally healthy organisations will, for many reasons (less sickness, less absenteeism, less staff turnover, less training costs, less time and money spent on recruitment, less fear, greater creativity, retained knowledge and wisdom and greater employee engagement to name a few) earn more than four times the level of profit of a FTSE 100 company, over a five year period!

As always EQ B 4 IQ.....you need both.....but Character is far more important than Competence – the latter is easy to train (IQ), the former almost impossible to change (EQ).

So.....

What's your score out of a max of 10 on the following?

(Do it intuitively....the number will be there instantly if you have to think or rationalise – you'll have lost your subconscious truth)

- 1) How is your own Emotional Health?
- 2) How is your family's Emotional Health?
- 3) How is your organisation's Emotional Health?
- 4) How are you going to improve any of the above without improving the only person you CAN change – yourself?

"Usual and customary are rarely synonymous with healthy and thriving."

**If you wish to explore the use of EQ and Emotional Health in your organisation – email or call me.
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