

People with **High Emotional Intelligence**

- Are introspective
- Are humble
- Listen and think before they speak
- Offer suggestions
- Get to know others
- Use emotions sparingly and strategically
- Are transparent and create safety for others
- Take responsibility for themselves and others
- Cope with stress and conflict
- Draw people to them

People with **Low Emotional Intelligence**

- Are externally focused
- Struggle to admit weakness
- Talk and then wait to talk some more
- Argue to win
- Don't take the time to know others
- Are impulsive and volatile
- Transparency is a one-way street with potholes
- Blame others
- Lose effectiveness during tense moments
- Repel others (sometimes subtly)