

Podcast series

Leadership in Focus

Episode 2 – Emotional Intelligence

Discussion guide

The School Leadership Institute's Leadership in Focus podcast series shines a spotlight on school leaders and explores the key issues and challenges they face. Episode 2 is in two parts. Part 1 examines what emotional intelligence is and why it matters for school leaders. Part 2 focuses on strategies to support school leaders in understanding and using emotional intelligence.

Episode 2 – Emotional Intelligence

[Part 1 podcast 18:09 mins](#)

[Part 2 podcast 15:06 mins](#)

Speakers

- **Joanne Jarvis:** SLI Director and host of the series
- **Karen Maraga:** SLI Principal
- **Dr Ben Palmer:** Chief Executive Officer of Genos International

Discussion points

For individuals

- Define the term 'mindset of curiosity' and describe ways in which you can apply this as a school leader.
- The EAR model is discussed in the podcast: Empathise, Alternatives, Response. Describe a recent interaction with a staff member, student, or member of the wider school community when adopting this approach worked well or would have been good to use.
- Explain why it is important for school leaders to be emotionally intelligent, particularly in relation to the impact on student learning outcomes.

For teams

- Outline 'little rituals and routines', frameworks around emotional intelligence that school leaders can introduce to build their emotional bank accounts – habit stacking as it is also called.
- Reflect on the number of emotional pivots that a school leader is required to navigate in a typical day and discuss the assertion made in the podcast that leading a school demands high levels of emotional labour.
- Ben Palmer states that research shows that our emotional intelligence accounts for about 50 per cent of the variants in effective leadership and therefore about 50 per cent of time should be focused on the interpersonal aspects of school life. What actions might you consider individually and as a team that will have a positive impact on personal and staff wellbeing?

For your reference

Amnesty International

[Look Beyond Borders: a 4 minute experiment](#)

YouTube video 5 mins.

Covey, Stephen R, *The 7 Habits of Highly Effective People*, Simon & Schuster, 1989, 2011

Feldman Barrett, Lisa *How Emotions Are Made: The Secret Live of the Brain*, Mariner Books, 2017

Genos International: [Ben Palmer](#) online articles and insights