

2019 ASMS Workshop: 3 Emotional Intelligence Gathering (Career Development Interest Group)

Workshop

Facilitators: Lucinda R. Hittle, Merck; Charles A. Veltri, Midwestern University; Mark Cancilla, Merck; Emily Ehrenfeld, New Objective; Christine Fischer, FDA; Mike Lee, Milestone Development Services; Shane Needham, Alturas Analytics; Liz Pierson, Merck; Jenny Wei, Alliance Pharma; Troy Wood, University of Buffalo; Chongwoo Yu, FDA; and, Agnes Zhao, Merck.

Approximate attendance: 60

Have you ever wondered how to improve your ability to think on your feet, resolve conflicts with others, and manage your emotions more effectively? This was the workshop for you. The session started with an icebreaker so members of the group could learn a few facts about someone new (favorite question, oddest job, etc.) and to help facilitate open discussions when the small groups were formed to discuss the four sections (self-awareness, self-management, social awareness, and relationship management) of the book *Emotional Intelligence 2.0* by Bradberry and Greaves. Scientists with diverse background, but familiarity with the book facilitated the four groups. The groups addressed the subsections of the topics to learn how to evaluate their own, and others', emotional intelligence quotient. The entire group reconvened briefly to compare notes and share highlighted learnings: Self-awareness deals with knowing how to identify/detect your emotions as you experience them, familiarizing yourself with your typical response pattern, and using this knowledge can help further you both in your career and in personal life. In regards to self-management, there is a fight between our rational-self and our emotional-self and we need to find the appropriate balanced rational/emotional response to both external and internal stimuli. Our social awareness can be improved through simple tasks such as greeting (and first remembering) people by their name, focusing on a conversation by truly listening and not waiting to interject your thoughts/experiences, and to ask open-ended questions that help you learn more about another person, but also to give them the feeling they are valued. Finally, when building and maintaining relationships we need to remember to give clear, unmixed signals in regards to our needs, desires, and goals and to remember to build trust through honest and thoughtful discussions and interactions with our colleagues.

New and existing relationships across the society that span the boundaries of geography, age, level of experience, and academic training were fostered as well as enabling networking and small group discussions. Attendees appreciated the new Career Development SIG and many workshop attendees expressed interest in future workshops guided by the SIG. Please contact Lucinda Hittle or Charles Veltri with any questions.

Pictures of the four groups are below.



