

Self-Discovery Walk and Talk

Developing Your Emotional Intelligence

This exercise invites you to gain validation and gather insight into the results of your Emotional Intelligence Appraisal. Upon completion of your “Walk and Talk” you will have a clearer sense of how others who know you experience interacting and working with you, and view your strengths and areas of opportunity.

Identify up to three people whose opinions you value and who know you in different contexts, roles and relationships. Individuals can be both personal and professional connections, but they should *know you well*, with direct experience of your behaviors and routines. Select individuals with whom you can be truthful and vulnerable, and likewise, who you trust will be honest with you.

This exercise has three goals, for you: to fully hear the perspective and feedback of the other person without judgment or debate; to collect information about yourself that you may not be aware of; and to gather suggestions on how you might improve your behavior.

Prepare by reviewing and refreshing on the results of your Emotional Intelligence Appraisal, and any other assessments (e.g. Strengthfinders, etc.) and/or feedback you’ve received. Be prepared to share this openly. Invite each person to “Walk and Talk” with you, or sit comfortably somewhere away from distractions. Communicate the purpose of the conversation (for you to learn and grow), affirm confidentiality and encourage candor.

Ask each person three questions:

- What I have learned about myself is that I am strong in _____.
What strengths do you see in me? Can you give me examples?
- What I have learned about myself is that I need to work on _____.
What things about me do you see that I could do differently to be more effective?
Can you give me examples?
- What suggestions would you have for me on how I could improve and be more effective? What could I start, stop, or continue doing to improve?

Following each conversation, take a few minutes to write down what they said and the suggestions provided. Take time to reflect and consider the feedback. Identify any common themes. You will find this to be valuable information that may inform your personal vision, career goals, and/or EI Action Plan.
