Emotional intelligence refers to a different way of being smart. EI is a key to high performance, particularly for outstanding leadership. It's not your IQ, but rather it's how you manage yourself and your relationships with others.

—Daniel Goleman, Crucial Competence: Building Emotional and Social Leadership

What is Emotional Intelligence?

This is one of the most frequently asked questions that Daniel Goleman, psychologist and author of the *New York Times* bestseller *Emotional Intelligence: Why It Can Matter More Than IQ* gets from his audience.

A Competence Model

Dr. Goleman's model of emotional intelligence (EI), developed with Dr. Richard Boyatzis, is a competence model. What is a competence? A competence is a skill needed to perform a role or task. There are two types of competency: **Threshold Competencies** and **Distinguishing Competencies**. Threshold Competencies are the minimum one needs to handle the cognitive complexity of a given task. Distinguishing Competencies are those traits found in the highest performers that set them above the average. Dr. Goleman and Dr. Boyatzis analyzed the internal competency models of dozens of organizations to identify Distinguishing Competencies common to all, and built their model of emotional intelligence from that data.

There are **four domains and 12 competencies** in this model of EI.

For The Daniel Goleman Emotional Intelligence Courses, we've swapped out the **Achievement Orientation** competency with **Focus**.

Course Structure and Nomenclature

COURSE (6 weeks per Half) The Daniel Goleman Emotional Intelligence Course is a twelve-week, asynchronous, online learning experience, split into two halves: The Foundational Skills of EI, and the Relational Skills of EI. There are seven, synchronous, group check-ins. You will be grouped into cohorts facilitated by trained EI coaches. Discussions and conversations between members of a cohort are entirely online, through chat and messaging features in the Dream See Do eLearning platform with privacy options to accommodate your individual or organizational needs.

MODULES (1 week per Module) Each half consists of six Modules (plus an introductory Module demonstrating the features of the platform), released weekly. They each represent a key aspect of EI. They are intended to be completed over 5 days (occasionally 6), with one lesson outlined per day, ending with a short quiz.

LIVE EVENTS (90 minutes per Live Event) Facilitators will also host seven 90-minute synchronous live group check-ins (four during the Foundational Skills half of the course, three during the Relational Skills half). The purpose of these sessions is to strengthen the relationships between cohort members, deepen understanding of the material, and invite feedback to help us continue to improve the Learner experience.

It is highly recommended you attend these sessions live, but recordings will be available on Dream See Do. Learners will see the dates for their Live Events in the introductory module on Dream See Do.

LESSONS (~15-30 minutes per Lesson) Each Module contains 5-6 lessons. You should expect that each lesson will take approximately 15-30 minutes in total, though some lessons will ask you to complete steps at various points over the course of a day. These are not live events. As a general principle, we recommend you plan to check out the learning content at the beginning of your day, complete the activity or exercise during the rest of your day, and leave your reflection response at the end of the day. You should also plan to spend a little bit of time each week reading and engaging with the responses of your fellow cohort members.

STEPS (~5 minutes per Step) A single lesson consists of multiple steps (generally 3-5). These steps will contain some combination of readings, videos, audio files, or short journaling prompts. They should only take a few minutes per step.