

How the EQ Competencies Link to NetSpeed Leadership Modules

This EQ Competency:	Is demonstrated by these behaviors:	Which are linked to these NetSpeed Leadership modules:
Create an Optimistic Climate	1. Do others tell me that I consistently project optimism?	Creating an Inspiring Work Culture Meeting Change with Resilience
Create an Optimistic Climate	2. Have I demonstrated how to move forward in the face of obstacles?	Building Open Communication Communicating to Influence Transforming Team Conflict
Create an Optimistic Climate	3. Do I have evidence that my team feels connected to an inspiring vision of the future?	Creating an Inspiring Work Culture Making Strategic Decisions Managing Projects by Design
Create an Optimistic Climate	4. Do I frequently find ways to celebrate the progress made by teams and individuals?	Building the Total Team Coaching Smart People Coaching to Redirect Managing Projects by Design
Create an Optimistic Climate	5. Can I describe what I do to build cooperation and enthusiasm to get a tough job done?	Building the Total Team Communicating to Influence Connecting with Your Career Delegating Smartly

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Promote Collaborative Relationships	1. Am I communicating my thoughts openly and honestly?	Building Open Communication Communicating to Influence
Promote Collaborative Relationships	2. Do I attempt to balance the needs of all the stakeholders involved in a problem?	Communicating to Influence Making Strategic Decisions Managing Projects by Design
Promote Collaborative Relationships	3. Do I ask the tough questions that need to be asked?	Making Strategic Decisions Transforming Team Conflict Turning Performance Problems Around
Promote Collaborative Relationships	4. Do I actively encourage honest feedback and input from others?	Coaching Smart People Running Effective Meetings Thinking to Break the Box Working with Communication Styles
Promote Collaborative Relationships	5. Am I non-competitive in my dealings with colleagues?	Building Open Communication Communicating to Influence Transforming Team Conflict

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Enable Exceptional Performance	1. How do I encourage people to rely on their strengths and talents to accomplish goals?	Coaching Smart People Coaching to Redirect Connecting with Your Career Hiring the Best Talent Working with Communication Styles
Enable Exceptional Performance	2. How do I recognize and reward exceptional performance?	Appraising Performance Building the Total Team Coaching to Redirect Managing Projects by Design
Enable Exceptional Performance	3. How am I coaching others to develop skills and solve problems?	Coaching Smart People Coaching to Redirect Delegating Smartly
Enable Exceptional Performance	4. Am I addressing performance problems quickly and constructively?	Coaching to Redirect Turning Performance Problems Around
Enable Exceptional Performance	5. How do I remove barriers to positive team performance?	Building the Total Team Running Effective Meetings Turning Performance Problems Around

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Focus for High Impact	1. Do I paint a clear picture of desired, measurable results?	Appraising Performance Getting the Right Start Making Strategic Decisions Managing Projects by Design
Focus for High Impact	2. Is my team clearly focused on high priority goals and objectives?	Building the Total Team Making Strategic Decisions Managing Projects by Design
Focus for High Impact	3. Do I skillfully plan and execute assignments?	Delegating Smartly Managing Projects by Design Managing Time in Fast Forward Running Effective Meetings
Focus for High Impact	4. Do I hold others accountable for results?	Appraising Performance Coaching to Redirect Delegating Smartly Turning Performance Problems Around
Focus for High Impact	5. Do I adapt resiliently to changing priorities?	Meeting Change with Resilience Managing Time in Fast Forward Thinking to Break the Box

How EQ Matters Competencies Link to NetSpeed Leadership Modules

This EQ Competency:	Is demonstrated by these behaviors:	Which are linked to these NetSpeed Leadership modules:
Cultivate Trust	1. Do I do the right thing even when it is difficult?	Building Open Communication Making Strategic Decisions Transforming Team Conflict
Cultivate Trust	2. Do I assume people have good intentions?	Coaching Smart People Coaching to Redirect Creating an Inspiring Work Culture Working with Communication Styles
Cultivate Trust	3. Do I always follow through on promises and commitments?	Creating an Inspiring Work Culture Delegating Smartly Managing Time in Fast Forward
Cultivate Trust	4. Do I stay focused and balanced in challenging situations?	Building Open Communication Communicating to Influence Working with Communication Styles
Cultivate Trust	5. Do I admit that I don't have all the answers?	Appraising Performance Creating an Inspiring Work Culture Coaching Smart People Thinking to Break the Box