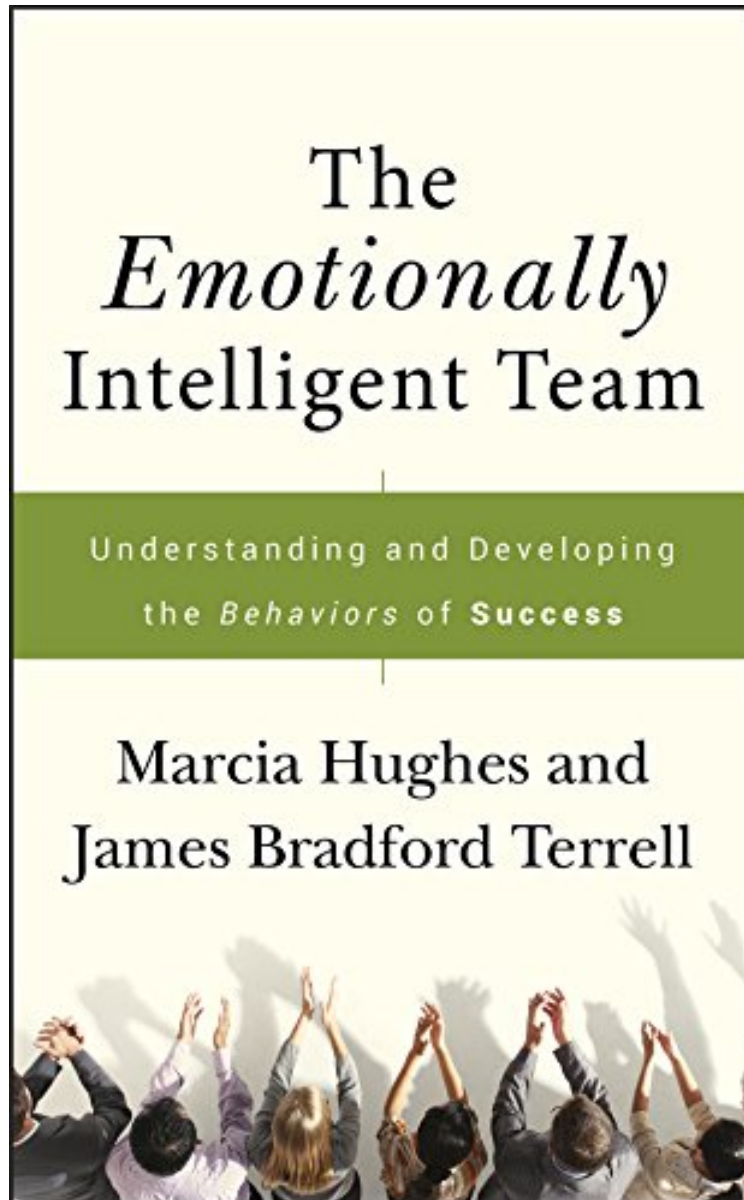


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## The Emotionally Intelligent Team: Understanding and Developing the Behaviors of Success

Marcia Hughes, James Bradford Terrell  
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Marcia Hughes, James Bradford Terrell : The Emotionally Intelligent Team: Understanding and Developing the Behaviors of Success before purchasing it in order to gage whether or not it would be worth my time, and all praised The Emotionally Intelligent Team: Understanding and Developing the Behaviors of Success:

5 of 5 people found the following review helpful. Practical real-world insight  
By Team coach from TXA few weeks ago I sadly searched .com for a book that dealt with team leadership AND emotional intelligence. Then I found The Emotionally Intelligent Team. Happily, it pulls off a difficult feat! Hayes and Terrell show how to combine emotional/social intelligence (ESI) with business team leadership, in a simple anecdotal format. It is focused on helping people solve real-world problems, not just on theory. The book first states the value of emotional/social intelligence, then shows the seven essential skills needed to create effective ESI. The authors then conclude the book with a section on how to create results using their approach. As a long-time manager in the product development world, I wish this book had been available 20 years ago. Instead I had to stumble and try hit-and-miss approaches until I found a viable approach that resonates with many things that are written herein. For example, the quote from page 185 "When we're working together in that magical state our friends at Team Coaching International call 'high-productivity-high positivity,' our experience of performing effectively is highly motivating and a joy in itself," accurately describes my experience when projects or teams I managed were successful at hitting their goals AND doing it in a life-balancing way, not an easy feat in today's corporate environment. Also, from page 127: "Individuals and teams have a range of choices for dealing with conflicts. The strongest teams are flexible, to choose the style that fits the situation," is totally on target, and is something I have long noted in successful teams I worked with. I could go on with quotes like this, but hopefully the point is made. If you want to learn how to manage teams with high ESI or even just get some "religion" on the topic of how to combine ESI with the teams you lead, this book is a great investment with huge ROI. And that may then lead you to their team evaluation tool, called the TESI. But that is a topic for another post!  
0 of 0 people found the following review helpful. A must have for OB professionals!  
By AthanaIf you OB professionals haven't already read it, I would recommend! This is a great book focusing on EI, although there were some very mild religious references (that some people might not feel comfortable with). All in all, very well done!  
0 of 0 people found the following review helpful. Five Stars  
By Cornel CollinsGreat seller..A+++++

"Finally, a resource....guide...roadmap....to help team members and team leaders alike understand what it takes to function as a high performing team, how doing so can personally enrich your life, and why it's critical for organizations to function only in this way. The Emotionally Intelligent Team connects the dots between the task at hand, achieving and making a difference, and personal happiness. Imagine where humankind would be if every entity on the planet operated within a series of high performing teams. Marcia Hughes and James Terrell show us that it's possible!"  
mdash;Suzanne Kirk, SVP, Branch Service Center, Bank of the West "We value teams at Medtronic so we know that this book will be a powerful tool in understanding and developing successful team behaviors!"  
mdash;Michael Mihalcz, District Manager, Walter Cooper, District Manager, Medtronic CRDM "Marcia Hughes' and James Terrell's latest book, The Emotionally Intelligent Team, is a 'must read' for every school district, business and organization that wants to ensure high functioning and productive teams. Based on solid research, this easy-to-read book describes the seven social emotional skills necessary for effective teams, and includes practical strategies any team leader can use to develop and maintain an emotionally intelligent team. Marcia's and James' book has been of tremendous value to the work of the senior administrative team in our school district!"  
mdash;Linda Fabi, Director of Education, Waterloo Region District School Board "Marcia and James provide a good lens for the way people view others in a team environment. This insight, when combined with measuring one's own EQ through a test such as the Emotional Quotient inventory (EQ-i reg;), provides a powerful lever for improving team performance."  
mdash;Steven J. Stein, Ph.D., Founder and CEO of MHS, Co-author of the best seller The EQ Edge: Emotional Intelligence and Your Success and author of Make Your Workplace Great: The 7 Keys to an Emotionally Intelligent Organization "Discovering ways to strengthen teams in an organization can lead to impressive improvement in morale, engagement, productivity, and results. The Emotionally Intelligent Team will help any team take practical steps toward greater collaboration and effectiveness."  
mdash;Brian Twillman, EPA Training Officer Organization Development Specialist, Lead Author EPA's Team Leader Resource Guide US EPA - Office of Executive Services, Office of the Administrator "The most important issue in our networked world is teamwork across levels and boundaries. This masterful work offers a completely new perspective, bringing the power of emotional and social intelligence through engaging insights, exercises and stories to high performance teamwork - creating the opportunity for potentially extraordinary results that are seamless, dynamic, and productive."  
mdash;Eileen Rogers, Global Director, Leadership Excellence Programs, Deloitte In this compelling book, authors Marcia Hughes and James Terrell offer practical information and a guide for businesses that want to draw on the power of the emotional competencies of their teams. They reveal how individuals, team members, and leaders can take the steps to become more emotionally intelligent team (ESI) members and show how to put in place the practices and exercises that will help any team grow in emotional intelligence. The book outlines the seven emotional competencies of teams.

"...relevant and, above all, inspiring and engaging." Edge May 2008  
From the Inside Flap  
As the fields of neurology and organizational development continue to evolve, there is a growing body of evidence that clearly demonstrates that particular emotional and social intelligent behaviors have a direct correlation with organizational success. In this

compelling book, authors Marcia Hughes and James Terrell offer practical information and a guide for businesses that want to draw on the power of the emotional competencies of their teams. They reveal how individuals, team members, and leaders can take the steps to become more emotionally intelligent team members and show how to put in place the practices and exercises that will help any team grow in emotional intelligence. The book outlines the seven emotional competencies of teams including Team Identity Motivation Emotional Awareness Communication Stress Tolerance Conflict Resolution Positive Mood Going beyond theory and instructions, the authors have completed the triangle of best practices by developing an assessment--the TESI, available through [cgrowth.com](http://cgrowth.com)--that enables team members to measure their team's performances in each of the seven competencies. The Emotionally Intelligent Team draws on a wealth of research and is filled with illustrative examples that represent a rich spectrum of teams from business, government, and nonprofits. Using the strategies outlined in this book, teams will be better able to tap into their shared memory and individual capacities, which will maximize their knowledge, problem-solving capabilities, and resilience. They will have the ability to respond with ease to the constantly changing emotional and social contexts of the team and the organizational dynamics. This important book offers teams--no matter what their mission or how large or small--tactics for becoming a highly functioning team that will improve productivity, increase profits, lower turnover, reduce errors, inspire innovation, and enhance efficiency.

From the Back Cover

The Emotionally Intelligent Team AS THE FIELDS OF NEUROLOGY and organizational development continue to evolve, there is a growing body of evidence that clearly demonstrates that particular emotional and social intelligent behaviors have a direct correlation with organizational success. In this compelling book, authors Marcia Hughes and James Terrell offer practical information and a guide for businesses that want to draw on the power of the emotional competencies of their teams. They reveal how individuals, team members, and leaders can take the steps to become more emotionally intelligent team members and show how to put in place the practices and exercises that will help any team grow in emotional intelligence. The book outlines the seven emotional competencies of teams including TEAM IDENTITY MOTIVATION EMOTIONAL AWARENESS COMMUNICATION STRESS TOLERANCE CONFLICT RESOLUTION POSITIVE MOOD Going beyond theory and instructions, the authors have completed the triangle of best practices by developing an assessment--the TESI<sup>®</sup>, available through [cgrowth.com](http://cgrowth.com) that enables team members to measure their team's performances in each of the seven competencies. The Emotionally Intelligent Team draws on a wealth of research and is filled with illustrative examples that represent a rich spectrum of teams from business, government, and nonprofits. Using the strategies outlined in this book, teams will be better able to tap into their shared memory and individual capacities, which will maximize their knowledge, problem-solving capabilities, and resilience. They will have the ability to respond with ease to the constantly changing emotional and social contexts of the team and the organizational dynamics. This important book offers teams--no matter what their mission or how large or small--tactics for becoming a highly functioning team that will improve productivity, increase profits, lower turnover, reduce errors, inspire innovation, and enhance efficiency.