



# The Emotionally Intelligent Leader

Managing Ourselves to Lead Others

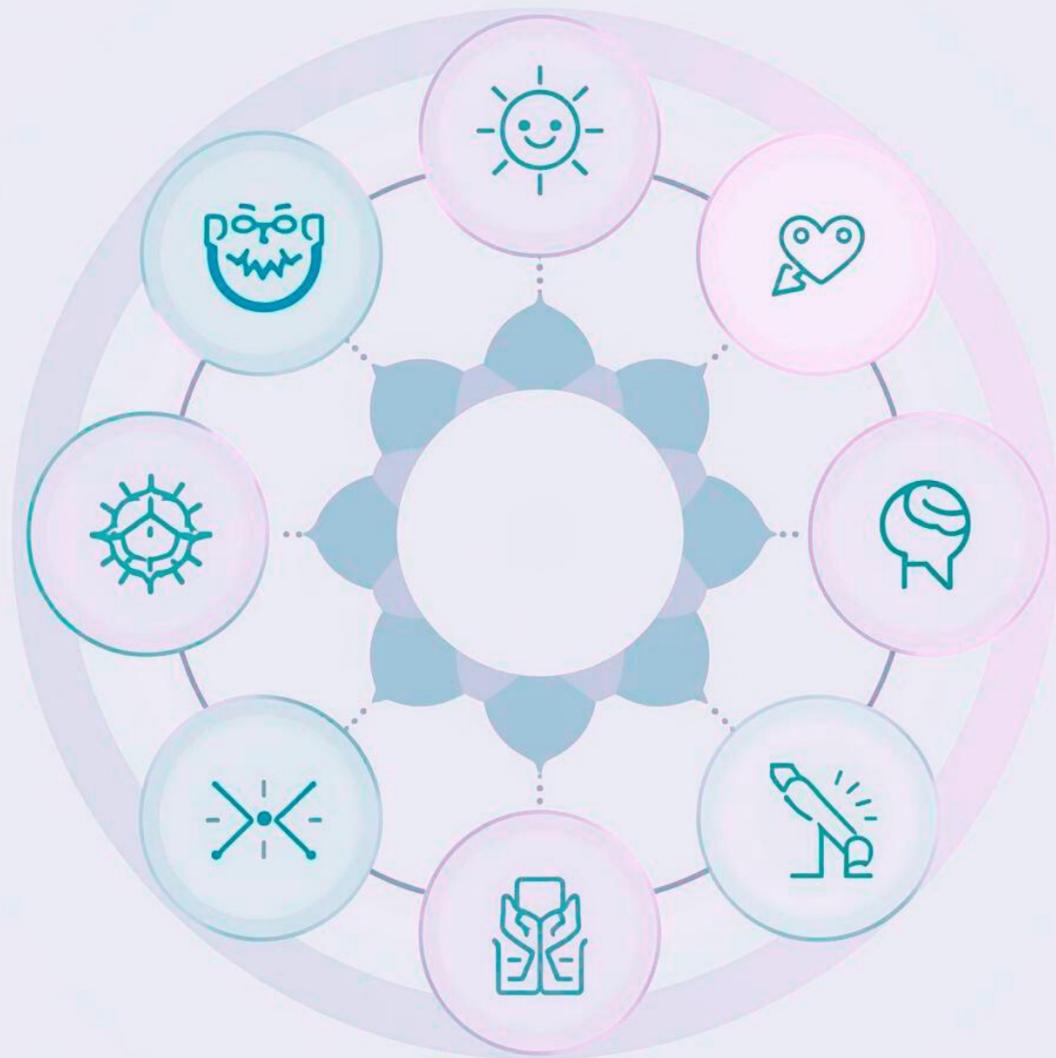
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Galatians 5:22-23: “but the fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control.”



# Emotional Intelligence Fundamentals

Emotional Intelligence (EI) comprises essential components like self-awareness, self-regulation, motivation, empathy, and social skills, which collectively enhance our emotional growth and interpersonal relationships.

1

## Self-Awareness

Self-awareness involves recognizing and understanding your own emotions, strengths, and weaknesses, enabling you to respond effectively to situations and improve interpersonal relationships.

2

## Self-Regulation

Self-regulation is the ability to manage your emotions and impulses, allowing for thoughtful responses rather than rash reactions, which fosters healthier relationships and decision-making.

3

## Empathy

Empathy is the capacity to understand and share the feelings of others, promoting strong social connections and enhancing communication, ultimately leading to more supportive and compassionate relationships.



The Fruit of the Spirit describes ***who we are becoming***, while Emotional Intelligence describes ***how that formation shows up emotionally and relationally.***

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*The Spirit forms the fruit...  
EI demonstrates the fruit...*



## **HEAD**

Understanding &  
Discernment

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## **HEART**

Motivation, Values &  
Compassion

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## **HANDS**

Behavior, Regulation &  
Relationship



# HEAD: Understanding & Discernment

## *Intrapersonal Awareness & Adaptability*

Emotional Intelligence at the level of the HEAD helps us recognize what is happening inside us so we can respond faithfully instead of impulsively.

### FoS

- **Faithfulness:**  
groundedness, integrity, clarity of values
- **Self-control:**  
awareness before action, better decision making

### EI

- **Problem-Solving:**  
brainstorming, solution-focused
- **Emotional self-awareness:** “I feel \_\_\_\_\_.”
- **Reality Testing:**  
What is true?



# Reality Testing

Step	Reflective Question
<b>1. Identify the Thought</b>	What is the specific thought that is causing you distress?
<b>2. Evidence Supporting the Thought</b>	What evidence do you have that supports this thought? List any facts or experiences that confirm its accuracy.
<b>3. Evidence Against the Thought</b>	What evidence contradicts or challenges this thought? Consider any facts, experiences, or outcomes that disprove or question its validity.
<b>4. Alternative Perspectives</b>	Can you think of any alternative explanations or viewpoints for the situation or your feelings?
<b>5. Consequences of the Thought</b>	How does holding onto this thought affect your emotions and behavior?
<b>6. Reality Testing</b>	Based on the evidence for and against, and considering alternative perspectives, how accurate do you think this thought is?
<b>7. Balanced Thought</b>	Can you formulate a more balanced or rational thought that reflects your reality testing?

# HEART: Motivation, Values & Compassion

## *Interpersonal Awareness & Direction*

The HEART is where emotional intelligence meets spiritual formation - our emotions become shaped by the Fruit of the Spirit, rather than fear or control.

### FoS

- **Love:** empathy, sacrificial concern
- **Kindness & Goodness:** moral warmth, care
- **Joy:** hope rooted in God not circumstances, resilience

### EI

- **Prosocial:** positive, good outlook, inclusive
- **Empathy:** “I feel what you feel.”
- **Interpersonal relationship:** MWe



# Sympathy, Empathy & Compassion

***Sympathy*** is "I care about your suffering."

***Empathy*** is "I feel your suffering."

***Compassion*** is "I want to relieve your suffering."





# Interpersonal Neurobiology: the “MWe”

Draws together traditionally independent fields of neurobiology, genetics, memory, attachment, complex systems, anthropology, and psychology.

(Siegel, 1999)

Our body-based self—the origin of a ME—is not only connected to others but connected within our relational worlds themselves—a WE—forming the essence of how we belong and our identity. (Siegel, 2022)

***The reciprocal response to the experience “to know and be known” (Thompson, 2021)***



# HANDS: Behavior, Regulation & Repair

## *Stress Management & Relational Action*

The HANDS show the fruit - how emotional maturity looks when we speak, confront, forgive and lead.

### FoS

- **Patience:** tolerance under stress
- **Gentleness:** strength under control, humility
- **Peace:** emotional steadiness, reconciliation

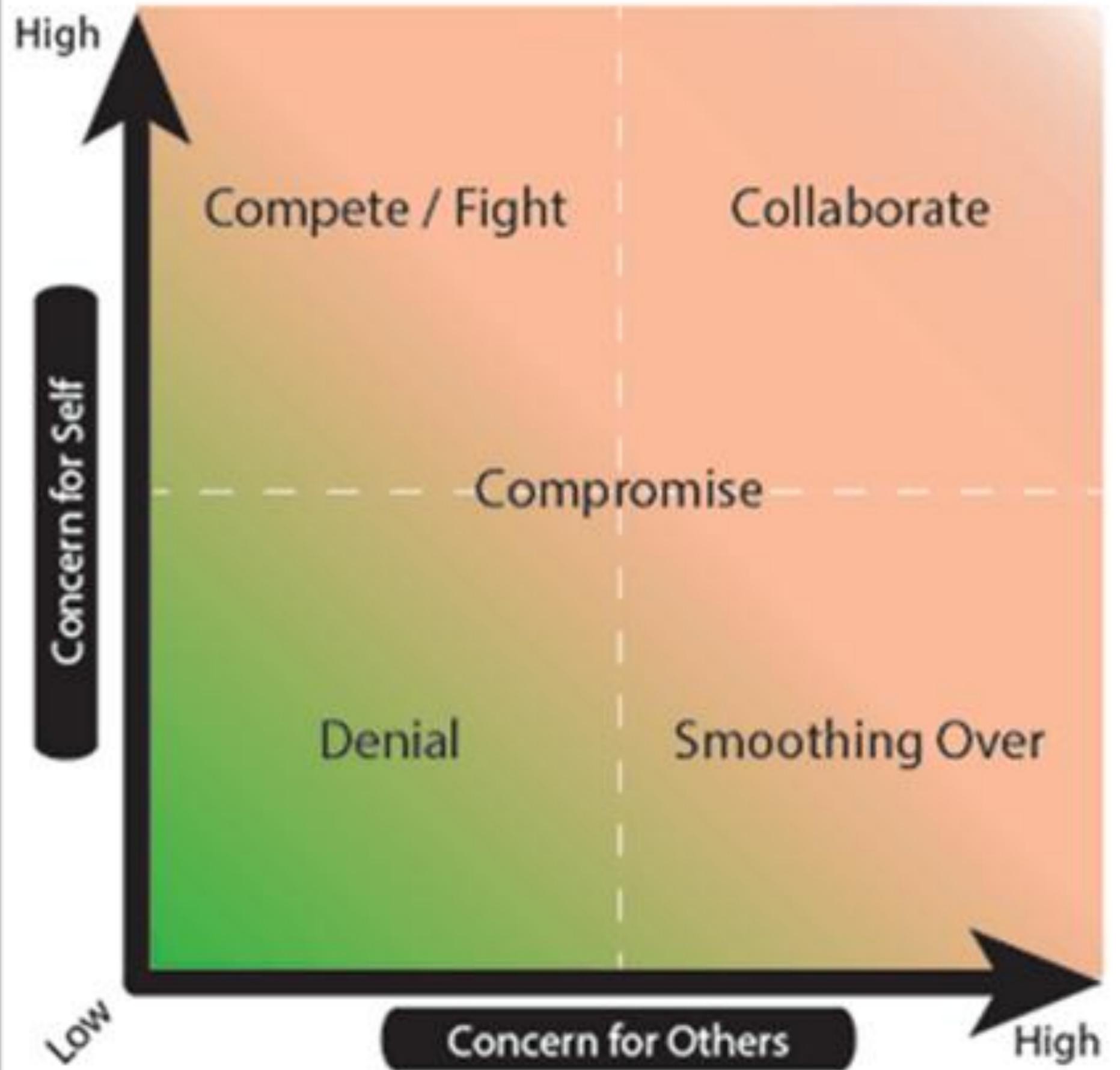
### EI

- **Stress Tolerance:** Maintaining functionality
- **Impulse Control:** delayed gratification
- **Conflict Management:** Win-Win scenario

# Impulse Control



# Conflict Management

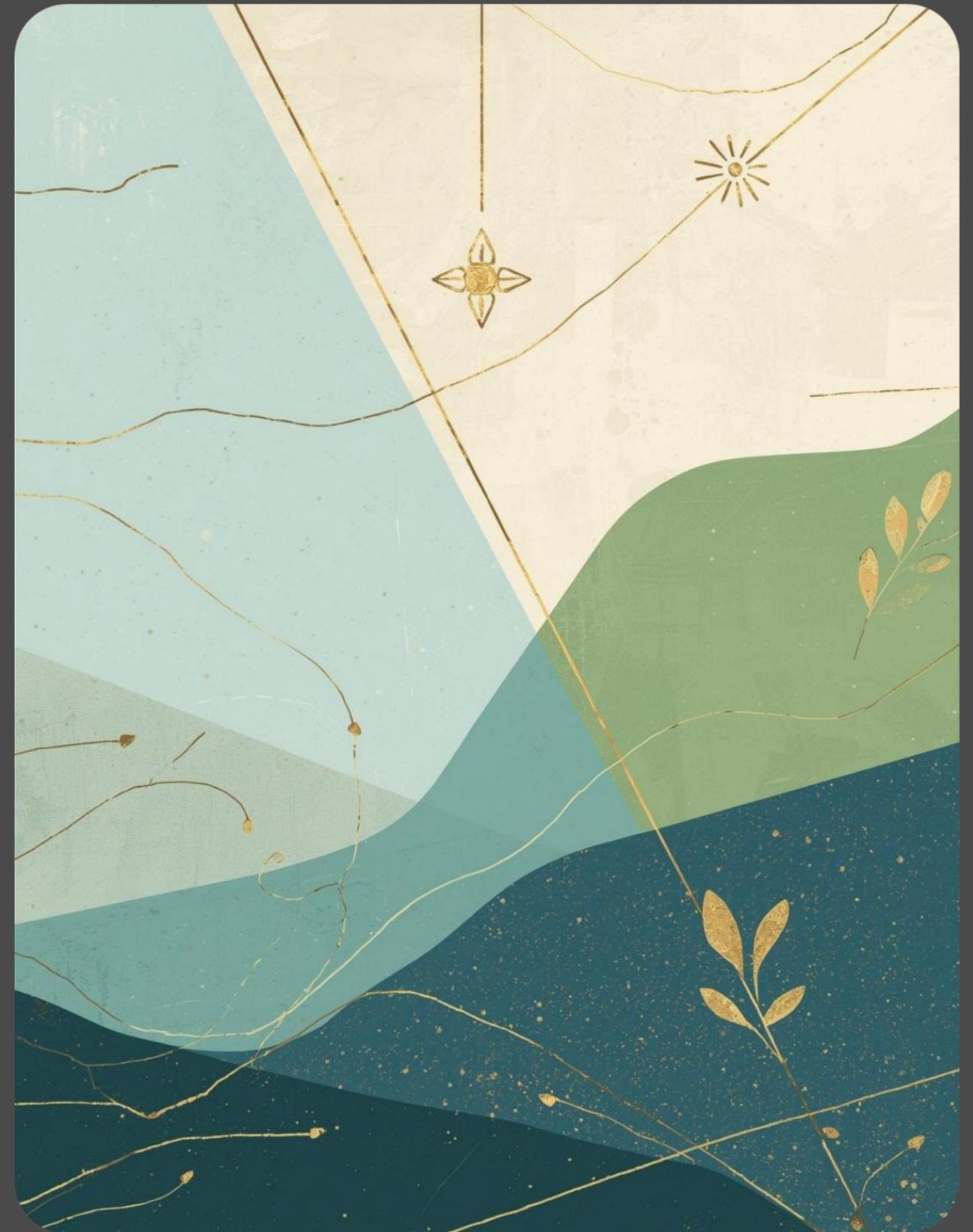




	FoS	EI Skill
HEART	Love	Empathy, perspective-taking
HEART	Joy	Optimism grounded in hope
HANDS	Peace	Behavioral regulation
HANDS	Patience	Stress tolerance
HEART	Kindness	Emotional awareness of others
HEART	Goodness	Values-based decision-making
HEAD	Faithfulness	Self-awareness, integrity
HANDS	Gentleness	Impulse control
HEAD	Self-Control	Emotional self-regulation

Emotional intelligence  
does not replace spiritual  
maturity - it expresses it.

As the Spirit shapes our  
hearts, emotional wisdom  
becomes one of the most  
visible ways Christ is made  
known through us.





WHO is one person God is inviting me to have a gentle, honest conversation with?

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WHAT emotional intelligence skill do I need to use in this conversation?

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WHICH Fruit of the Spirit must guide me as I do?

## When the Fruit Becomes Visible

Galatians tells us that the fruit of the Spirit is evidence of God's work within us. Yet fruit does not appear in isolation—it grows, matures, and shows itself over time. Emotional intelligence helps us notice the moments where that growth is needed most: in conflict, stress, disappointment, and relationship repair.

Jesus modeled this perfectly. He felt deeply—compassion, grief, righteous anger—yet He responded with wisdom, restraint, and love. His emotional life was not reactive but rooted in faithfulness to the Father. In the same way, emotional intelligence does not replace spiritual maturity; it gives the Spirit room to shape how we respond.

As we grow in awareness, regulation, empathy, and grace, the fruit of the Spirit becomes visible not just in belief, but in behavior. This is how peace enters homes, patience enters conflict, and love becomes tangible in everyday life.

Closing Prayer:

“Lord, form Your fruit within us, and teach us to live it out with wisdom, humility, and love.”



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# THANK YOU

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