

# Happy People are Successful People:

## Targeting Employees Emotional Intelligence to Drive Results

Emotional Intelligence (EQ) has increasingly become a significant part of the new workforce.

Whereas historically employees focused on the fulfillment of their base needs, today's employees focus on emotional fulfillment – such as recognition and meaning – to define their happiness at work. But too often, leaders remain focused on financial goals, losing sight of the human element of business and ultimately creating a disengaged workforce.

Life and business is about where you pay your attention: if you create peak experiences for your people, you can create peak performance at your organization. With "money" not being the number one reason why today's employees leave their current jobs, great retention can be attributed to great corporate cultures – companies who believe and invest in EQ.

Great leaders create meaning at their workplace, because when meaning increases, suffering decreases. Anxiety is the most prevalent emotion in most workforces today. Here are ways you can master emotion by easing uncertainty and empowering your workforce:

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## Mastering the Mystery of Emotions

**1. The best CEOs are Chief Emotions Officers.**

The greatest leaders are comprised of 1/3 outstanding IQ and 2/3 brilliant EQ (Emotional Intelligence). Master emotions by finding the meaning and lesson learned in every work situation – good or bad.

**2. Emotions are contagious.**

Great emotions are infectious. Leverage this opportunity to create a positive synergy of emotions among your workforce. Creating a culture of recognition at your company breeds a business of loyal employees.

**3. Money only feeds the basic needs; Rewards and Recognition ties employees to their organizations.**

Once employees' basic needs are met, they focus on higher levels of fulfillment: recognition and meaning. Rewards and Recognition help infuse employees with a sense of mission and allow them realize how they contribute to company goals.

**4. Amplifying Meaning helps employees feel they have a calling.**

To be engaged, employees need to have an understanding of the bigger impact their actions have on corporate goals. Tie recognition to corporate values.

**5. Leaders are the "emotional thermostats" of the groups they impact.**

The emotions a leader conveys have a direct impact on the emotions their team will exhibit. Be a positive influence to engage your team and drive results.



Watch the full webcast to learn more:

<http://www.achievers.com/resources/webinar/happy-people-are-successful-people-targeting-employees-emotional-intelligence-drive>



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