

E-MOTIONAL AWARENESS AND EMOTIONAL INTELLIGENCE CHANGING PATTERNS OF LEADERSHIP IN ORIGINATION

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ABSTRACT

Recent research has highlighted the importance of emotional awareness and emotional intelligence in organizations, and these articles are drawing growing attention. In this article, the authors present the results of a classroom study in which the concepts of emotions were immoral and the subject of degree leadership. In the study, students completed self-report tests and emotional intelligence skills. The test results were compared with the learners' interest in emotions and their performance in the subject test. The results showed that the interest and knowledge of psychic intelligence predicted group performance, whereas individual performance was related to emotional intelligence.

Keywords: *Changing Patterns, Emotional Intelligence, Leadership, Organization, Skill, Awareness.*

Introduction

The ever-increasing pressure on organizations and institutions to make changes in order to survive and maintain coherence cannot be overemphasized in the age of globalization. Therefore, leaders in the 21st century have an unlimited responsibility to effectively bring about change in their organizations. However, the process of change involves emotions because no one wants to give up the comforts of a situation or give up what they value. Even so, leaders need to be able to overcome these challenges, which include the emotions of those who will be affected by this change. Therefore, there is an increase in the focus on emotional intelligence in leadership in managing the change process. Change always involves a certain type of emotion because people enjoy luxury. However, change disrupts this comfort creating a situation full of anxiety and uncertainty among recipients of change. For example, when a change touches on issues that are close to the hearts of those involved, they are more likely to react emotionally to an unknown anxiety or fear; In addition, when the change affects the outcome, the values, the beliefs, and the greater the degree of personal ownership and may cause recipients of change to hesitate to accept the proposed situation. Teaching Leadership is responsible for overcoming challenges and implementing change in their organization or institution. For example, over the years, efforts to transform colleges have been in vain, and one reason for the lack of leadership is emotional intelligence to overcome the challenges associated with change. "A set of emotional and social skills that influence how we see and express ourselves, develop and maintain social relationships, deal with challenges, and use emotionally sensitive information effectively and logically is emotional intelligence" Emotional intelligence is an important skill set in. lead, which is why leaders who are identified as working have an excellent level of skill set Emotional intelligence separates successful leaders in organizations, where technical skills are not a priority. Indeed, experts have suggested that in bringing about change

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through high performance, "leaders must fully engage and communicate with their followers" leaders can improve the organization and institutional capacity by responding with colleagues in a compassionate manner. Available literature highlights the growing importance of leaders to understand, recognize, and control the feelings of effective leadership people who have developed emotional-related skills using their own feelings and those of others to motivate them to conform to the behaviors they want. These skills and abilities are needed for leaders to make effective changes. Central to institutional or organizational change leadership suggests that leaders who are equipped with the right leadership values and skills will be effective in leading change. It allows leaders to judge their own and others' actions effectively and is able to integrate both mental and emotional processes to suit appropriate behavior and control situations. This article discusses how emotionally-charged leaders can use a set of community skills in transformative leadership. Psychic intelligence is a quality shared by successful leaders.

Emotional Intelligence Ideas

There are six concepts of the concept of "emotional intelligence" identified: "Model of ability" "focused on one's ability" to "process emotionally sensitive information and apply it effectively in a public setting"; "the model model focuses on recognizable behaviors and self-awareness skills"; and "mixed model defines a union of mental abilities, situations and traits". In intelligence, and the developmental features used in the descriptive domain However, both theory agrees that thinking ability is not a separate predictor of success in adaptability and that both professionals and staff need to consider emotional skills as well."

Changing Leadership Patterns: Teaching Leadership

In any case of change, an important predictor of success is the level at which the leader is able to convey the need for change to the members of the organization. Among the conditions for change identified "dissatisfaction with the current situation," therefore, the leader's ability to effectively communicate with the need for change will determine the extent to which members of the organization will accept the idea of change. Even in situations where the members of the organization are satisfied with the current situation and as a result are resistant to the idea of change, the communication skills of the leader are equally important to create discomfort with the current situation among the members. The first stage of the process of change evokes feelings of fear, anxiety, and emotions in the recipients of change. At this stage of the transformation process, the community skills of the leader are essential for the successful transmission of change to the staff. Emotionally wise leaders know and therefore create a platform for open communication for those who will be affected by the change of commitment to analyze the current state of the organization and share the desired state of the future organization. Change often takes place in an organizational environment where there is confusion, individual diversity, and a psychological reaction to change. Thus, effective leadership is the key to a successful organizational change. Emotionally wise leaders can facilitate change and control the emotions involved in change. It enables leaders to identify the talents needed to build a winning team, as well as the ability to win change. "Emotional intelligence is a very important factor that contributes to increased morale, teamwork, collaboration, motivation, and a positive work environment". Leaders who try to make a difference on their own are many. you may be divided and fail in the transition process. The role of a leader is therefore to unite a successful coalition. Coalition members must be motivated, committed, and loyal to ensure the effective transformation of the organization In addition, a successful coalition can process information quickly and spread the implementation of important management decisions. Leaders should not establish partnerships and expect success in transformation, but instead work together to share the challenges, opportunities, and commitments to the process of change. In moving forward, leaders must appeal to members' feelings to encourage them to aspire to success. Leaders with such characteristics have a great opportunity to form a team with similar qualifications to lead change. These are factors that are part of the motive for emotional intelligence. Therefore, emotionally wise leaders can identify members' motives and provide the necessary tools and support, which will motivate them to achieve success. Team leaders and team members emotional ". For example, caring people who are leaders know when to share their feelings and when to justify them. Emotionally wise leaders can use their communication skills to build and maintain relationships. It notes that the existence of trust in the federation is essential to the creation of a team work regardless of the process adopted in building the coalition. signs of self-control, part of the emotional intelligence includes honesty, integrity, and openness to change. Non-judgmental but thoughtful leaders before taking action tend to redirect a disruptive desire and emotion into a positive force to transform an organization.

During the organizational change process, some fans feel reluctant to participate in the transformation efforts. Two stages of resistance are identified, rational and irrational resistance. It states that rational resistance includes the feeling of non-involvement of fans, while unreasonable resistance refers to the opposition of members because of it. According to the author, fans who fall into rational resistance are often influenced to participate in the efforts for change. Further, it has been noted that some anti-change members may be "controversial" and are more likely to disrupt change efforts based on hurt feelings or fear that they are not recognized for the value they bring to the department or organization and until their initial negative feedback is addressed. Therefore, emotionally wise leaders can use their social skills to encourage and convince this group of supporters to embrace the proposed change and strive to contribute effectively to achieving the organization's goal.. Similarly, emotionally charged leaders do not give up when faced with irrational opposition but use emotionally charged skills and what the organization's culture allows to overcome resistance. Reasons for skepticism or refusal to participate in transformation efforts can range from threats to self-esteem, awareness / skills or lack of confidence, fear of the unknown future, and loss of significant value). In addition, because employees fear a significant loss, emotionally charged leaders can control emotions by enabling members to change their emotional response and that of other members in a particular course of action. the emotions within any area of organizational change can be disruptive, encouraging or discouraging, uplifting, constructive or "negative, and can challenge the skills of any person" responsible for leading change. An emotionally intelligent leader recognizes and understands his or her emotions and those of his subordinates and manages and redirects these emotions into positive positive forces for change. Moreover, self-aware leaders have confidence in themselves. If fans see that leaders are confident in the change they are proposing, they can be influenced to be confident in their ability to implement this change. "Proper expression of emotion ensures that people are able to communicate effectively with others to meet their needs and achieve goals and objectives". "Organizational leaders often lack the patience to do things because in addition to the organization's vision, it is a sense of urgency. However, when fans are left behind due to the urgency of the leaders, the organization fails to see the vision. Therefore, leaders identified as successful consider the needs and values of the followers in order to build a community of shared values that will ultimately lead to the production of a uniform course of action. Another important skill that can enable leaders to listen, understand fans, and retain talent is empathy. By recognizing the concerns of individual members, emotionally wise leaders use their social skills to convince those who seem reluctant to participate in the efforts for change. Moreover, such leaders are sensitive to all kinds of challenges — a challenge to the 21st century organization. Compassionate leaders take the time to understand the views of others before offering guidance, advice, or support. Moreover, emotionally intelligent leaders recognize that the response of change is an expression of emphatic fear and uncertainty. In line with self-awareness, leaders make decisions that do not include buried values that can create internal turmoil. Emotional intelligence is a mental skill that influences other managers 'skills, in particular, their leadership skills. In addition, the culture of employees in the organization is greatly influenced by what they do with the actual behavior of their managers or leaders. Managers need to show care, respect, fairness, and use face-to-face communication as well as to make the activities more meaningful and rewarding for employees to increase their loyalty to the organization. Additionally, emotionally charged college administrators can create an ideal environment to protect the integrity of teachers, students, parents, and administrators in their efforts to transform the college.

Self-awareness is the foundation for developing emotional intelligence. Leaders are able to understand and support others when they know their strengths, weaknesses, emotions, and self-control examples of leadership practices, emotional intelligence is not genetically modified as in IQ after some years but can be improved throughout life. In addition, the benefit of change agents depends on the type of relationship they establish with all interested parties in the organization. noted in their study of the successful and unsuccessful transformation efforts made by departmental chairpersons as agents of change in areas where it is not critical that relationships with change stakeholders are essential. College reorganization and reorganization of schools is an important indicator of the extent to which many college leaders are not equipped to deal with the emotional challenges and conflicts arising from "college transformation" which is one of the divisive factors between revolutionary leadership and trade is the fact that revolutionary leaders arouse In addition, emotional intelligence is an important ingredient in establishing the fundamental integrity of leadership Leaders must show loyalty so that your voters believe in their word, and show their love and enthusiasm for the work they do, and have knowledge and skill. to lead. Self-sufficient leaders build integrity that can motivate fans to believe and trust in leadership to do the right thing. Emotionally wise leaders are equipped with the necessary skills to create the atmosphere of trust concluded in their research on the emotional health of teachers in Jaipur, Rajasthan India that

teachers need to be equipped with emotional intelligence to be successful in the face of adversity. Therefore, to build the capacity needed by world-class leaders in organizations or institutions, emotionally-charged skills need to be incorporated into the capacity building process. The importance of this topic is its importance in helping leaders better understand the importance of using emotional intelligence to facilitate organizational change. In addition, it can be used by leaders to understand some of the specific ways in which emotional intelligence can be used to effectively manage the process of change, which includes managing their emotions and others, especially those who seem to oppose change efforts. In addition, it can contribute to the effective implementation of the reforms by the leader in his organization. "It is even more important" in organizational situations where solutions have to be made "from the bottom of the organization and leaders must be able to set the ego to allow all ideas to be the head" Although the discussion in this article is based on two specific ways in which leaders can use emotional intelligence in the process of change, it can be used in many other ways. "For example, "teachers moving from individual to teamwork, increasing accountability, implementing monitoring programs, and disseminating leadership can be a major change" in many school areas, and can "have a profound emotional impact on teachers, students and principals". Therefore, in order for teachers and students to reach their full potential mentally, collaboratively, and socially, "leaders must be emotionally strong"

Conclusion

"Emotional Intelligence is the ability to hear, understand, value and effectively use emotional power as a source of human energy, knowledge, trust, creativity and impact" Given the challenges facing leaders in the 21st century, I believe that training future leaders in developing emotional intelligence will go a long way in preparing them to provide effective leadership. "Emotional intelligence" was a factor contributing to the difference observed in "the performance of the principals of the two Colleges". For example, "the self-awareness shown by the principal of a working college showed an understanding of his intention to behave as a principal for the students of his College"

Leaders cannot expect others to change if they are not willing to change. By demonstrating flexibility, self-confidence, innovation, and action and acting as a catalyst for change, emotionally wise leaders demonstrate determination and the ability to change. By setting such an example, leaders gain loyalty from fans, which is crucial in gaining fan acceptance of the proposed changes.

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