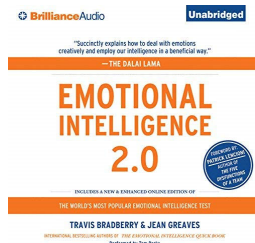


ASMS Career Development Interest Group

June 4, 2020

Agenda

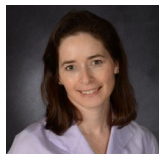
- Welcome & Introductions
- Schedule:
 - 12:00 – 12:15 Gathering, introductions & overview of Emotional Intelligence
 - 12:15 – 12:30 Pivoting during the pandemic: Defending your PhD virtually, Drs. Kevin Zemaitis and Troy Wood
 - 12:30 – 12:45 Self awareness strategies: Mark and Emily
 - 12:45 – 1:00 PM Self management: Troy and Chuck
 - 1:00 – 1:15 Social awareness: Shane and Liz
 - 1:15 – 1:30 Relationship management Lucinda and Mike



Introductions



Mark Cancilla
Merck



Emily Ehrenfeld
New Objective



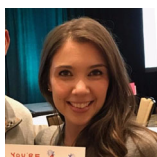
Lucinda Hittle
Merck



Mike Lee, Milestone
Development Services



Shane Needham,
Alturas Analytics



Liz Pierson,
Merck



Anumita Saha,
Merck



Chuck Veltri,
Midwestern
University



Troy Wood,
University of Buffalo



Kevin Zemaitis,
University of Buffalo

Emotional Intelligence Framework

Personal
Competence

- Self Awareness
- Self Management

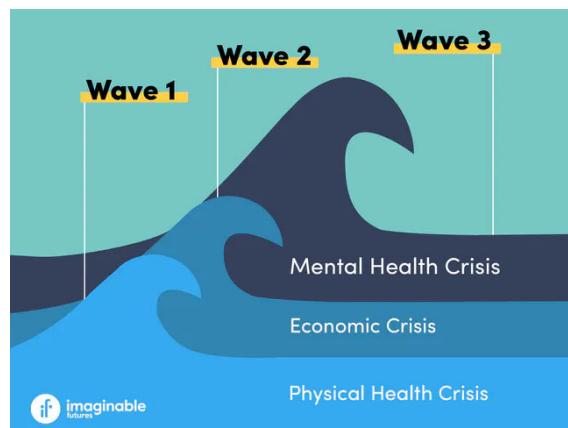
Social
Competence

- Social Awareness
- Relationship Management

Why is this important during a pandemic?

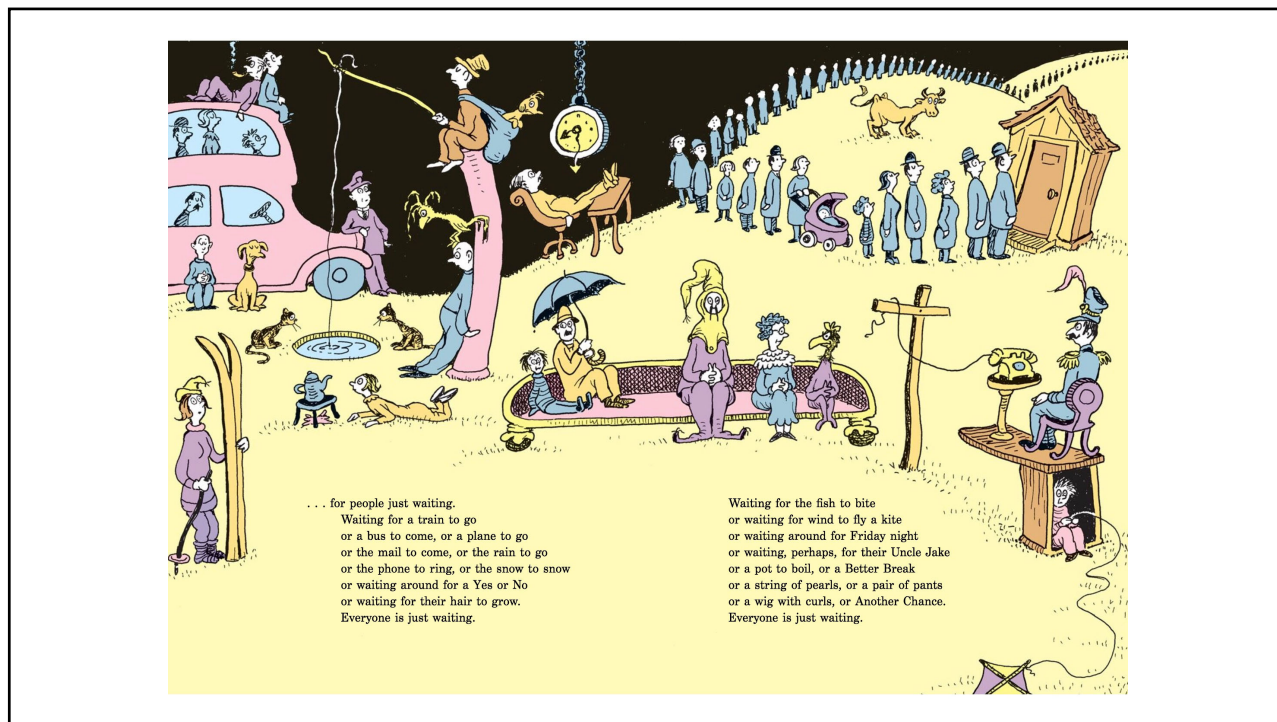
Mindfulness strategies

- Adapt
- Adopt
- Apply



Practice Gratitude





Pivoting during the pandemic: Defending your Ph.D. virtually



Troy Wood,
University of Buffalo



Kevin Zemaitis,
University of Buffalo

Emotional Intelligence Framework

Personal Competence

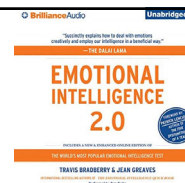
- Self Awareness
- Self Management

Social Competence

- Social Awareness
- Relationship Management

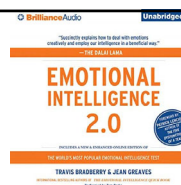
Self Awareness Strategies

- Quit Treating Your Feelings as Good or Bad
- Observe the Ripple Effect from Your Emotions
- Lean into Your Discomfort
- Feel Your Emotions Physically
- Know Who and What Pushes Your Buttons
- Watch Yourself Like a Hawk...
- Keep a Journal about Your Emotions
- Don't Be Fooled by a Bad Mood
- Don't Be Fooled by a Good Mood, Either
- Stop and Ask Yourself *Why* You Do the Things You Do
- Visit Your Values
- Check Yourself
- Spot Your Emotions in Books, Movies, and Music
- Seek Feedback
- Get to Know Yourself under Stress



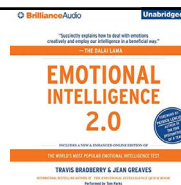
Self Management Strategies

- Breathe Right
- Create an Emotion vs. Reason List
- Make Your Goals Public
- Count to Ten
- Sleep On It
- Talk to a Skilled Self-Manager
- Smile and Laugh More
- Set Aside Some Time in Your Day for Problem Solving
- Take Control of Your Self-Talk
- Visualize Yourself Succeeding
- Clean Up Your Sleep Hygiene
- Focus Your Attention on Your Freedoms, Rather than Your Limitations
- Stay Synchronized
- Speak to Someone Who is *Not* Emotionally Invested in Your Problem
- Learn a Valuable Lesson from Everyone You Encounter
- Put a Mental Recharge into Your Schedule
- Accept That Change is Just around the Corner



Social Awareness Strategies

- Greet People by Name
- Watch Body Language
- Make Timing Everything
- Develop a Back-pocket Question
- Don't Take Notes at Meetings
- Plan Ahead for Social Gatherings
- Clear Away the Clutter
- Live in the Moment
- Go on a 15-minute Tour
- Watch EQ at the Movies
- Practice the Art of Listening
- Go People Watching
- Understand the Rules of the Culture Game
- Test for Accuracy
- Step into Their Shoes
- Seek the Whole Picture
- Catch the Mood of the Room



Relationship Management Strategies

- Be Open and Be Curious
- Enhance Your Natural Communication Style
- Avoid Giving Mixed Signals
- Remember the Little Things That Pack a Punch
- Take Feedback Well
- Build Trust
- Have an “Open-door” Policy
- Only Get Mad on Purpose
- Don’t Avoid the Inevitable
- Acknowledge the Other Person’s Feelings
- Complement the Person’s Emotions or Situation
- When You Care, Show It
- Explain Your Decisions, Don’t Just Make Them
- Make Your Feedback Direct and Constructive
- Align Your *Intention* with Your *Impact*
- Offer a “Fix-it” Statement during a Broken Conversation
- Tackle a Tough Conversation

