

UbD Framework: Improving Emotional Intelligence Face-to-Face Training

Stage 1 - Desired Results	
<p>Established Goals:</p> <ul style="list-style-type: none"> • Students will understand that emotional intelligence is a valuable and improvable skill, which will contribute to their success at work and in life. <ul style="list-style-type: none"> ○ Students will understand what emotional intelligence is and how to judge their competency. ○ Students will understand how to improve their emotional intelligence. 	
<p>Understandings: <i>Students will understand that...</i></p> <ul style="list-style-type: none"> • High emotional intelligence contributes to success in the workplace and outside of work. • Unlike IQ, EI can be practiced and improved--in order to excel, leaders need to develop a balance of strengths across its competencies. • Emotional Intelligence is the ability to identify and manage one's own emotions, as well as the emotions of others. • There are 4 domains of EI: self-awareness, self-management, social awareness and relationship management; within these domains there are 12 competencies. • How to practice their emotional intelligence competencies. 	<p>Essential Questions:</p> <ul style="list-style-type: none"> • What are examples of high emotional intelligence and low emotional intelligence in your day-to-day? • In which work situations could you apply the emotional intelligence practice exercises to improve the outcome? How can you apply these practices to your home life? • What is the current level of my emotional intelligence, what do I need to improve? Which domains am I strong in, which ones could use improvement?
<p><i>Students will know...</i></p> <ul style="list-style-type: none"> • Key terms--emotional intelligence, self-awareness, self-management, social awareness and relationship management • What exercises can improve what domain of EI • The advantages of having high EI <p><i>Students will be able to...</i></p> <ul style="list-style-type: none"> • Identify their level of emotional intelligence competency across the 4 domains • Practice emotional intelligence improvement exercises across the 4 domains 	
Stage 2 - Assessment Evidence	
<p>Performance Tasks</p> <ul style="list-style-type: none"> • Evaluation of different work scenarios for EI strengths and weaknesses 	<p>Other Evidence:</p> <ul style="list-style-type: none"> • EI self-evaluation • End of class reflection on what they learned, what practice activities they are

- Practice an improvement exercise together

going to try, what areas they need to improve

Stage 3 - Learning Plan

Learning Activities:

What learning experiences and instruction will enable students to achieve the desired results? How will the design...

1. Begin with an EI self-assessment to hook students into thinking about their EI (H, R)
2. Introduce the concept of EI, its 4 domains and 12 competencies (W,E,O)
3. Teacher models how EI applies to her (W,E)
4. Smile exercise and application (H)
5. After explaining each domain, have students analyze scenarios in groups for appropriate EI reactions (chart exercise on handout) (H,E)
6. Students self-reflect on their current competency within each domain (E,R,T)
7. Conclude the class with students developing a practice plan for themselves, discussing in small groups what they are planning to do and what they want to improve (make your goals public exercise) (T,R,E,O)
8. Introduce additional resources, encourage students to practice at work and home (E,T)