

Emotional Intelligence Training Resources

Overview:

Working well with others is important to the success of camp counselors, volunteers, 4-H professionals, rocket scientists ...and the list goes on. Everyone! Businesses, organizations, and schools systems are coming to realize that developing skills to work well with others is important to everything they do. In the 4-H environment, it is important to work well as a team, whether it's colleagues, adults, teens, or youth. These skills are often referred to as social and emotional intelligence.

The following lessons, designed to assist all participants in developing their own emotional intelligence, will enhance 4-H professional's work with others. Recognizing and understanding one's emotional wellbeing, is the first step. Then being able to control those emotions, as necessary, before encountering others is a valuable skill to learn. Finally, assessing the 'mood' of others is also an important skill to be learned in working with all types of people. These three steps, well learned, and practiced prior to confronting a situation will assist in communication, timing, and responding to various social situations. Although we feel these lessons are very helpful in order for individuals to begin to understand their own emotional intelligence, they are only a beginning level introduction. If further information is desired, we recommend taking an actual emotional intelligence assessment. Many of these tools have a fee, but a free one may be found in a curriculum provided by Minnesota Extension. You can download their Social and Emotional Learning toolkit at <https://conservancy.umn.edu/handle/11299/195764> (request for permission to use has been granted by Walker, Olson, & Herman, 2017).

According to the Collaborative for Academic, Social, and Emotional Learning (CASEL), which is the world's leading organization for research and advancement of social and emotional learning, social and emotional learning (SEL) is defined as "the process through which children and adults acquire and effectively apply the knowledge, attitudes, and skills necessary to understand and manage emotions, set and achieve positive goals, feel and show empathy for others, establish and maintain positive relationships, and make responsible decisions" (CASEL, 2018). Social and emotional learning is one of the best ways to build emotional intelligence. This curriculum has taken the key areas of emotional intelligence and has provided SEL opportunities that our 4-H program supports in young people in order to improve these skills.

Overall Objectives: The overall objectives of this curriculum are:

- 1) Provide resources for 4-H professionals to use with volunteers, camp counselors, and teen audiences to enhance emotional intelligence.
- 2) Assist 4-H volunteers, camp counselors, and teens enhance their emotional intelligence skills in communication, timing, and responding to social situations.

Target Audience: 4-H camp counselors, 4-H volunteers, and other 4-H teen audiences.

Curriculum Description: This curriculum is designed to allow 4-H professionals, along with teen and adult volunteers throughout the state to be equipped with various lesson plans related to emotional intelligence including: self-awareness, social awareness, self-management, and relationship management. Although each lesson is targeted to one or two of these areas, there will be overlap of content depending on the topic.

Collaborative for Academic, Social, and Emotional Learning (CASEL). (2018). What is SEL? Retrieved from <https://casel.org/what-is-sel/>.

Walker, K., Olson, B., & Herman, M. (2017). *Social and Emotional Learning in Practice: A Toolkit of Practical Strategies and Resources*. St. Paul, MN: University of Minnesota Extension.