



EARTHE

Activity 2

Digital toolkit for innovative curriculum and methodological development

Module - Leadership

Method - Emotional intelligence workshops



Module 5 - Leadership

Method - Emotional intelligence workshops

Soft skill focus

This method supports the development of emotional intelligence (EI) as a core leadership skill. It focuses on self-awareness, empathy, emotional regulation, and building effective interpersonal relationships in personal and professional contexts.

Learning outcomes

- Recognize and name one's own emotions and emotional triggers.
- Apply self-regulation techniques to manage stress and maintain composure.
- Demonstrate empathy and emotional responsiveness in group settings.
- Use emotional intelligence strategies to improve communication and leadership effectiveness.

Target group

Age - 25–50

Gender - All genders

Level of studies – Secondary to higher education (EQF 4–6)

Status (employed/ unemployed/ searching for a job) – Employed, in career transition, or involved in community/NGO activities

Fewer opportunities (if there is the case) – Individuals from rural or economically disadvantaged areas, migrants, or adults with limited access to leadership training

Method description

This method combines experiential activities, guided reflection, and group sharing to build emotional intelligence. It provides tools for identifying emotions, understanding their impact on behaviour, and improving self-management and empathy. The interactive format encourages personal exploration, trust-building, and practical leadership growth through emotional insight.

Implementation instructions

Timeline - 2 hours (can be adapted into a series)



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No of participants - 8–20

Necessary materials - Emotion wheel or emotion cards, flipcharts, markers, journaling sheets, printed scenarios, stress ball or grounding objects

Implementation in 5 steps

Step 1 – Emotional Check-In & Icebreaker

Begin with a short mindfulness or grounding exercise. Use an “emotion wheel” to invite participants to identify and share their current emotional state. This sets a safe, reflective tone and models emotional awareness.

Step 2 – Understanding EI Components

Briefly present the 5 core elements of emotional intelligence (self-awareness, self-regulation, motivation, empathy, social skills). Use simple, relatable examples. Encourage participants to reflect on which elements they feel strong or weak in.

Step 3 – Group Scenarios & Reflection

Divide participants into small groups. Give each group a leadership scenario involving emotional complexity (e.g., team conflict, giving feedback, dealing with frustration). They discuss how an emotionally intelligent leader would act. Each group shares their insights

Step 4 – Emotion Mapping & Regulation Practice

Lead a guided activity where participants identify recent emotional triggers and map their emotional response (thoughts, behaviours, physical sensations). Teach basic regulation tools (breathing, reframing, grounding techniques). Practice in pairs or small groups.

Step 5 – Personal Leadership Reflection

Each participant writes or shares how they will apply emotional intelligence in future leadership roles. Encourage setting one concrete intention (e.g., “I will pause before reacting when I feel defensive”). Close with a positive group share or visualization.

Practical tips

Tip 1 – Normalize emotional expression and avoid framing emotions as “positive/negative”—use “comfortable/uncomfortable” instead.

Tip 2 – Use visual tools (emotion wheels, cards) to support those less verbally expressive.

Tip 3 – Adapt the pace based on the emotional safety and readiness of the group; allow optional silence or journaling for more introverted learners.



Debriefing questions

Question 1 – What emotion(s) were most difficult for you to identify or talk about today? Why?

Question 2 – How can emotional self-awareness help you lead more effectively?

Question 3 – What will you do differently in your next leadership situation after this workshop?

Practical description sheet

Emotional Intelligence Workshops

Building self-awareness, empathy, and regulation for effective leadership

Focus Areas:

Identify and manage your emotions

Understand others' emotional signals

Lead with empathy and emotional insight

Strengthen team relationships

Participants:

Adults 25–50, Employed, in transition, or active in communities, Inclusive of learners with fewer opportunities

Time & Format:

2-hour workshop

Group size: 8–20

Tools: emotion wheel, scenarios, reflection sheets

Key Activities:

Emotional check-in & icebreaker

Explore 5 EI dimensions

Group scenario discussions

Emotion mapping & self-regulation

Personal leadership reflections

Why It Works:

Builds trust and openness

Encourages self-leadership

Bridges emotions and leadership action