



## QUICK TIPS: How to improve your EQ with Belbin

- **Plant** – you’re already an advocate of change and innovation, but be sure that you accept the rejection of your ideas with good grace, rather than becoming someone who holds grudges.
- **Resource Investigator** – ensure that you listen as much as you talk. Controlling our impulses in all areas is a good path to higher EQ.
- **Co-ordinator** – practise your ability to read other people and use it for the greater good. Ensure that you’re giving without expecting to receive.
- **Shaper** – you’re likely to be pretty thick-skinned, but just ensure that when conflict does occur, you can recover the situation with good humour, keeping people on-side.
- **Monitor Evaluator** – embrace your rational side. It helps you to handle situations without getting emotionally involved. But remember that others struggle more with this – and they need empathy, not logic.
- **Teamworker** – you’re likely to have empathy down pat, but you may need to challenge doubts and other kinds of negative thinking which stand in your way. When faced with uncomfortable situations (such as conflict), practise separating your thoughts from the facts and moving towards a more positive outlook.
- **Implementer** – accepting change is hard for Implementers, but it’s a must for EQ. Practise a more positive, accepting approach to change. Ask for plans and specifics so that you can make yourself more comfortable with developments.
- **Completer Finisher** – be wary of your drive for perfection. Those with high EQ know that it doesn’t exist, and that the pursuit of it can lead to burnout and a persistent sense of failure. Don’t compromise on your standards, but practise celebrating your successes too.
- **Specialist** – if you have the opportunity to do what you love – and you derive your own pleasure from it, rather than from other people’s validation – you’re on the path to joy. Just remember that no one is an island and showing a little interest in others goes a long way.

Contact us: T – 1300 731 381 E – [Team@Belbin.com.au](mailto:Team@Belbin.com.au)

[www.Belbin.com.au](http://www.Belbin.com.au)