Emotional Intelligence in the Workplace
37:575:367

Professor: Anne-Michelle Marsden

To Interact: Send a message via Canvas Inbox messaging tool
Call: (609) 545-7835
Schedule appointment to meet face-to-face online

Description

Emotional Intelligence (EI) - the act of intentionally using emotions in guiding thinking and behavior - is scientifically documented as a key factor in successfully leading ourselves and others in the work environment.

EI involves developing an effective level of awareness of self and others, appropriate use and management of emotions, and applying a set of personal and social competencies to interact effectively in all forms of workplace relationships.

This course requires the student to be knowledgeable in EI theory, as well as encourages the application of EI through a variety of assessments and theory-to-practice assignments as well as the course project. As a result of successfully completing this course, students will recognize and be able to apply best practices in emotional intelligence within a work environment.

Course Organization

| Week 1 | Course Orientation |
| Weeks 2 – 5 | Unit I: Basis of EI |
| Weeks 6 – 11 | Unit II: Developing EI |
| Weeks 12 – 14 | Unit III: Using EI |

This course offers students the opportunity to:

- Investigate emotional intelligence theory and practice as a means for professional success.
- Engage in assessments to recognize areas for professional growth.
- Learn best practices in feeling, thinking, and behaving in an emotionally intelligent manner.
- Gain skills to apply emotional intelligence strategies to specific workplace challenges.

SMLR and LUSER Department Learning Objectives for this Course

Labor Studies and Employment Relations Department:

- Demonstrate an understanding of the perspectives, theories and concepts associated with emotional intelligence (Goal 1)
- Apply those concepts, and substantive institutional knowledge, to understanding contemporary developments related to work. (Goal 2).

School of Management and Labor Relations:

- Demonstrate an understanding of relevant theories and apply them given the background context of a particular work situation. (Goal IV)
- Demonstrate an understanding of how to apply knowledge necessary for effective work performance. (Goal VI)

Specific Course Competencies

At the conclusion of the course it is expected that students will demonstrate knowledge and skills in several core areas. Specifically, students should be able to:

- Identify key theoretical aspects of emotional intelligence. Recognize and be able to communicate the following:
  - what it means to be “emotionally intelligent”

Access the Course

This course is taught 100% online using the Canvas LMS.

Canvas login: https://onlinelearning.rutgers.edu/canvas-login

Once the login page opens, click “NetID Login” and enter your NetID and password. You will gain access to the course.

Get Help

Need Assistance with a technical question?

It is the student’s responsibility to be able to perform technically in the course. Contact helpdesk staff if you need assistance using the Canvas LMS. Your professor cannot assist you with technical issues – but the helpdesk staff can!

Helpdesk: Rutgers Teaching and Learning with Technology Department

Email: help@Canvas.rutgers.edu
Call: 877-361-1134
24 hrs./7 days
2 main models of emotional intelligence and corresponding EI and ESI (Emotional/Social Intelligence) measuring tools
- the six principles of emotional intelligence
- the role and benefit of emotional intelligence in the workplace
- areas where emotional intelligence can be developed
- awareness of emotions in self and others
- understanding emotions
- use and management of emotions in ourselves and in others
- the process by which changes are made to increase emotional intelligence
- communicating in an emotionally intelligent way
- building relationships using emotional intelligence skills and competencies

*Proficiency of knowledge gained in the above topics is assessed through writing assignments, asynchronous discussions and three unit quizzes.*

- Assess one's own EI competencies, recognize and use best practices in applying EI skills and competencies; address skill and competency areas that are most challenging and know how to leverage EI skills and competencies that are already strengths.

*Skills gained to address the above areas are assessed through completion of the three-part course project.*

### Course Requirements

The course will include:

**Readings**

Students read textbook chapters and excerpts, journal articles and reports; watch instructor created videos and videos available on the Internet; and investigate information available on the Internet about emotional intelligence. All material is linked to the course except for the two textbooks students are required to purchase or download.

A free PDF copy of *The Emotionally Intelligent Manager* can be downloaded from within the course shell, but students may want a hardcopy of the book.

Soft or hardback books can be purchased for as low as $5.00; ebooks as low as $15.00

<table>
<thead>
<tr>
<th>Book Title</th>
<th>Author</th>
<th>Publisher</th>
<th>Publish Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Emotionally Intelligent Manager</td>
<td>David R. Caruso, Peter Salovey</td>
<td>John Wiley &amp; Sons</td>
<td>2004</td>
</tr>
<tr>
<td>Emotional Intelligence at Work</td>
<td>Hendrie Weisinger</td>
<td>Jossey-Bass</td>
<td>1998</td>
</tr>
</tbody>
</table>

These texts can be purchased at a discount from multiple locations as soft back, hardback or ebook. Any version is appropriate.

#### Assignments

**Assignments at a Glance**

<table>
<thead>
<tr>
<th>Item % of Grade</th>
<th>Assignment and Associated Points</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Course Project</strong> 31%</td>
<td><strong>Part I: Emotional Intelligence: Understanding EI</strong> 110 points</td>
</tr>
<tr>
<td></td>
<td><strong>Part II: Developing EI Skills and Competencies</strong> 100 points</td>
</tr>
<tr>
<td></td>
<td><strong>Part III: EI Theory to Practice</strong> 100 points</td>
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</table>
Quizzes (26.5% of total grade)
4 for a total of 235 points
Student knowledge is assessed on all required material.
True/false, multiple choice, multiple answer for all quizzes; short answer for 2 of 4 quizzes.
Time allowed for quizzes varies according to number and depth of questions.
All quizzes are open resource. Students have permission to access any material in the course when completing a quiz. However, students are not allowed to share answers with other students in the class.

<table>
<thead>
<tr>
<th>Quiz #</th>
<th>Quiz addresses content in weeks</th>
<th>Time Available to Complete Quiz</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quiz #1</td>
<td>2, 3, 4</td>
<td>60 Minutes</td>
</tr>
<tr>
<td>Quiz #2</td>
<td>6, 7</td>
<td>30 Minutes</td>
</tr>
<tr>
<td>Quiz #3</td>
<td>8, 9 &amp; 10</td>
<td>60 Minutes</td>
</tr>
<tr>
<td>Quiz #4</td>
<td>12 &amp; 13</td>
<td>30 Minutes</td>
</tr>
</tbody>
</table>

Quiz Open Close Dates: Quiz #1 - Wk 5, Feb 16 – 22; Quiz #2 – Wk 8, March 9 – 22; Quiz #3 – Wk 11, April 6 – 12; Quiz #4 – Wk14, April 27 – May 2.

Course Orientation Quiz (worth 30 points)
Students study the syllabus, calendar, the Critical Tips for Successful Online Learning document and the instructor’s overview video in preparation for taking a quiz on the contents of these documents week 1. True/false and multiple choice. Students can check answers immediately after finishing the quiz.

Quiz Open Close Dates: January 19 - January 25

Writing Assignments (25.5% of total grade)
2 for a total of 255 points
Students develop writing assignments about EI/ESI topics; share with learning community members where contact of writing assignments are discussed.

Writing assignments development instructions and a template are provided.

Writing Assignments are graded on quality of overview content, critical thinking associated with opinion statements, communication quality (readability of content - grammar, sentence structure, spelling). Proper citation of resources used to develop writing assignment #2 and #3 contents is required. Grading rubrics are used and published in advance for student review.

Learning community members reflect on writing assignment contents and discuss topics/issues associated with writing assignment contents, focusing on knowledge of EI/ESI and critical thinking on writing assignment topics. (See discussion section below.)
Unit I Writing Assignment (worth 100 points)
All students must develop a Unit I writing assignment.
Part I: The Science Behind EI/ESI
Explanation of 2 EI/ESI concepts; Opinion on their EI/ESI self-ratings.

Part II: Critical Thinking about Emotional and Social Intelligence
Web search; discussion of concepts explained in the website; linking of EI/ESI concepts to the study of work – or - importance of EI/ESI to individual employees in the workforce.

Students must upload writing assignments in two locations: 1) Submit for grading through the Submit tab on the writing assignment page; 2) copy and paste work into the appropriate discussions area so that learning community members can review and discuss. Students who neglect to submit their work in the two locations receive a 5-point penalty.

Deadline: February 11, 2020

Units II or III Writing Assignment (worth 155 points)
Half the class selects a topic associated with Unit II; Half the class selects a topic associated with Unit III.

Students register a request to research and submit a writing assignment that addresses either a Unit II or III topic. A listing of writing assignment topics is provided from which students select their topic no later than week 2 of the semester. If a student doesn’t choose a topic to research, one will be chosen on his/her behalf.

A student submits either a writing assignment #2 – or - #3 – depending on the topic they have chosen.

Deadlines: March 8 (Unit II topic – writing assignment #2); April 26 (Unit III topic – writing assignment #3)

Part I: Overview of Topic or Subtopic
Present basic overview of topic/subtopic 600 words

Part II: Link to the Workplace – or – Employee Success in the Workplace
Students identify connection between EI and the workplace 250 words

Part III: Opinion Statement on Topic
Students exhibit critical thinking on Part I and II contents 250 words

Students must upload writing assignments in two locations: 1) Submit for grading through the Submit tab on the writing assignment page; 2) copy and paste work into the appropriate discussions area so that learning community members can review and discuss. Students who neglect to submit their work in the two locations receive a 5-point penalty.

Discussions: Writing Assignment and Course Content (15% of total grade)
(3 discussions for a total of 150 points; 50 points per discussion)

All students are placed in a learning community week 3 of the semester. Learning community members review each other’s writing assignment submissions and discuss the critical components/topics of the EI/ESI related material authored by peers. Students engage in discussions according to open (Thursday) and close (Tuesday) deadlines. Students must offer at least 3 comments in addition to uploading their writing assignment into the discussion area.

Students are graded according to a grading rubric published in advance and available for student review.
1 – Content - 50% accuracy of comment content; synthesis of information between what student has learned through course content in relation to content of writing assignments; critical thinking on EI/ESI topics in relation to the workplace

2 – Engagement – 45% cut and pastes writing assignment into discussion area prior to the opening of the discussion; making minimum of 3 comments; offering statements of substance on at least 2 different writing assignments; exhibiting a high level of reflection on concepts)

3 – Communication – 5% quality of content; quantity of content: offers enough content to adequately communicate concepts/ideas
Deadlines:

Writing assignment #1 discussion upload assignment for discussion – by opening of discussion, February 10
3 comments – by 11:59 pm, February 15

Writing assignment #2 discussion upload assignment for discussion – by opening of discussion, March 10
3 comments – by 11:59 pm, March 22

Writing assignment #3 discussion upload assignment for discussion – by opening of discussion, April 21
3 comments – by 11:59 pm, April 26

Course Project (31% of final grade)
The project is completed in three stages that correspond to the 3 course units. Students develop their project according to specific instructions and the use of a template. All components of the course project are private; only your professor will read course project components.

Course project components are graded according to 3 distinct grading rubrics that are published in advance and available for student review. Grading rubrics are directly associated with the specific activities of each of the 3 course project components. Generally, students are assessed on proficiency in course content, critical thought, and meaning of EI/ESI through reflection on test results and course content.

Emotional Intelligence Assessment
Prior to beginning work on Course Project Part I, students are required to complete the Meyer-Salovey-Caruso Emotional Intelligence Test (MSCEIT) between week 2 and 3 of the semester. The assessment is mandatory. The assessment is taken online and requires 45 – 50 minutes to complete.

Deadline: MSCEIT assessment must be completed no later than, February 15.
If a student neglects to complete the MSCEIT assessment, he/she cannot complete the course project and will earn no points for this vital component of the course.

Part I: Emotional Intelligence: Understanding EI (110 points)
Section I: Completion of and Reflection on EI Assessment
Students complete the MSCEIT (an EI ability based assessment that is taken online) and 2 self-reports on their level of EI abilities and ESI competencies. Examine and discuss the process of assessment; MSCEIT and 2 self-reports.

Section II: EI Theory and Assessments
Using knowledge of the EI assessments regularly used in the workplace, students discuss the differences between the assessments; the theoretical models that support the assessments; the benefit of EI competencies/abilities in the contemporary workplace.

Students develop responses to questions posed regarding their MSCEIT scores; the benefits of their EI strengths and the potential options for EI skill development.

Deadline: February 22

Part II: Developing EI Skills and Competencies (100 points)
Section I: Self-Awareness
Diary keeping for a minimum of 5 days is required using instructions and template provided; reflect on thoughts/behaviors associated with emotions experienced during diary keeping period.

Students are also required to connect reflections on activity noted above to course content.

Section II: Managing Emotions: Conditioned Relaxation Response
Experimentation with conditioned relaxation techniques to gain more control of emotions. Diary keeping that documents experimentation with the technique.

Students identify/discuss their knowledge of key concepts; present strategies of importance as strategies are associated with student’s developmental needs.
Deadline: **April 12**

**Part III: EI Theory to Practice (100 points)**

**Section I: EI Plan**

Reflect on MSCEIT results, abilities and competencies identified through the assessment process (Course Projects Parts I and II), and material discussed throughout the semester. Develop and substantiate a plan for:

a) developing/strengthening needed EI skills/competencies;  
b) leveraging high quality skills/competencies that already exist.

**Section II: Plan for Change**

Written responses to 3 of the 9 questions posed within the appropriate section of the chapter titled “How and Why Individuals are able to Develop Emotional Intelligence.” (Challenges and Paths to Your Readiness to Change); discuss understanding of key concepts presented in document.

Deadline: **May 2** — Last day of regular semester, no late penalty extension

**Policies and Procedures**

The course begins Wednesday, **January 29**. Last assignment will be submitted on Monday, **May 2** (last day of regular semester)

This is an asynchronous course. The course week begins on Wednesdays.

**Message Checking Policies**

**Messages Sent to Professor’s Canvas Inbox**

Unless students receive advance notification, your professor will check her Canvas Inbox by 10:00 am ET on regular workdays. If a student sends a comment or question, your professor will address the contents of the message within 24 hours. The 24 hour policy excludes Sundays and Spring Break.

**Messages Sent to Student Canvas Inbox**

It is the responsibility of the student to regularly check for incoming course messages. Messages are always sent through the Canvas messaging system. Students will receive a notification when a new message has been sent to his/her Canvas inbox. Forgetting or being unable to check for messages in one’s Canvas inbox is not an excuse.

A weekly message will be uploaded into the announcements area of the course Wednesday mornings by 10 am Eastern Time. Downloading the weekly message from the announcements area and reviewing the contents is a required activity. Weekly Messages present timely information on course activities/assignments and content.

**Assignment Policies**

**Quizzes** may be taken anytime between the open and close day and time. Quizzes must be completed by 11:59 pm on the close date. In most instances, students are given a 7 day period to complete a quiz. Once a student logs into the quiz area, the quiz must be completed in one sitting. No make-up quizzes will be given.

All students are responsible for offering 3 comments associated with learning community member writing assignments. When a student does not participate fully or at all by 11:59 pm on the day the commenting period closes, points cannot be made up.

The Course Project requires the completion of a formal emotional intelligence ability assessment. The **Meyer-Salovey-Caruso Emotional Intelligence Test (MSCEIT)** must be competed between established open period dates. When a student neglects to complete the MSCEIT assessment, he/she cannot complete Course Project Part I and other components of Part III. If a student doesn’t take the MSCEIT, he/she will earn no points in areas where Course Project requirements are MSCEIT test result specific.

Things happen. When you don’t have to attend a face-to-face class session one or more times a week, it’s easy to let a situation in your personal or professional life get in the way of online course work. In addition, remember the first rule in computer use – the computer or Internet connection will act up at the most critical time. Because “things happen” it’s a best practice not to wait until the last minute to take a quiz, submit a course project component, writing assignment or participate in discussions of writing assignment topics. **Please see late submission policies. There is no-to-limited flexibility if you miss a deadline.**

Plan ahead if you’ll be unable to complete an assignment on time.
Late Submission Policy – Course Project and Writing Assignments

Course Project components and writing assignments can be submitted up until 11:59 pm on the stated due date. Late project components (Parts I and II) and writing assignments will be accepted up to 48 hours (12:01 am to 11:59 pm) from the due date for an automatic deduction of 10% of the points attributed to the assignment. (This is a deduction of one letter grade.) A course project component or a writing assignment will not be accepted after the 48-hour period. Course Project Part III cannot be accepted late. It is due the last day of the regular semester.

Academic Integrity

Plagiarism

One form of an academic integrity violation is plagiarism. Students must understand the forms of plagiarism. Students are provided material titled Plagiarism: Identifying & Avoiding on the course home module and are responsible for the contents of the document. Some facts from this document are assessed as part of the Course Orientation quiz.

Plagiarism will not be tolerated in this course. All material taken from another source must offer proper attribution. No component of a student’s writing assignments (writing assignment or Course Project) should originate from a past submitted assignment or material downloaded or purchased.

Impact of plagiarism in this course ranges from rewriting the assignment - to – earning no points for the assignment. Depending on the extent and form of plagiarism, the situation will be reported to Rutgers University.

Exam Cheating

All content quizzes are part of a large test bank. No two students will have the same exam to complete. Engaging in cheating when completing a course exam is a serious academic integrity violation. The student who is registered for the course must be the student who completes his/her assessments. Completing exams with other classmates and/or calling/emailing peers while taking course assessments will not be tolerated.

When a student is caught cheating, no points will be earned for the quiz. Depending on the severity of the cheating violation, the situation will be reported to Rutgers University.

Students with Disabilities

To receive consideration for reasonable accommodations, students with a disability must send their letter of accommodation to me and discuss the needed accommodation(s) as early in the semester as possible. For more information regarding the process of applying for a letter of accommodation:

https://ods.rutgers.edu/students/documentation-guidelines
https://ods.rutgers.edu/students/registration-form

Extra Credit

Extra credit options are described below. These options are available to all students. No other extra credit is available at any other time – or - for individual students.

Students can earn up to 10 extra credit points by completing two extra assignments in the Course Project Part II:

- completing 2 extra days of diary keeping (7 days rather than the required 5) – self-awareness of emotions assignment – worth 5 points;
- completing 5 rather than 4 examples of applying relaxation response – worth 5 points.

Students can earn up to 10 extra credit points by completing 2 extra assignments in the Course Project Part III:

- Fully developing 4 rather than 3 plans to improve or leverage an EI ability/ESI competency – worth 5 points
- Identifying readiness to change and answering questions about readiness to change for 5 rather than 4 “signposts” identified by Dr. Boyatzis – worth 5 points

Grading

A final grade is based on the point system. Point worth for each course assignment/quiz is detailed within an overview of each assignment/quiz. Highest number of points a student can earn over the course of the semester is 1,000. Points
accumulate to determine final percentage grade (percent of 1,000 points.)

<table>
<thead>
<tr>
<th>Grade</th>
<th>Percentage</th>
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<th>Percentage</th>
<th>Grade</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Outstanding</td>
<td>100 – 90%</td>
<td>Very Good</td>
<td>89 – 87%</td>
<td>Good</td>
<td>86 – 80%</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Satisfactory</td>
<td>79 – 77 Points</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>Poor</td>
<td>66 – 60</td>
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Comprehensive information about grading, including rubrics for each assignment, is available in the course shell.

**Course Expectations**

**Self-Empowerment**

**Use of Technical Tools & Problem Solving**
It is each student’s responsibility to learn to maneuver around the course and use course tools. Each student has a wealth of information and support to achieve this goal.

**Student Resources**
- Use a “can do” attitude when getting acclimated to the online learning venue. Attitude about achieving success or solving problems is a key resource.

**Resources available in course**
- Course Tools page – offers written instructions on:
  - Updating Your Profile Information
  - Assignment Submission Instructions
  - Discussion Instructions
  - Technical Requirements

**External Sources of Support**
- Student can get help regarding technical issues through the TLT (Teaching and Learning with Technology) help desk staff. All contact information is highlighted on page 1 of the syllabus.

**Embrace the Opportunities of Online Learning**
Online courses are different than on-the-ground courses. Beyond enjoying the convenience in not having to commute to class, choose to become empowered by the other benefits of online learning.

A well designed and facilitated online course like Emotional Intelligence in the Workplace:
- features learner-centered/self-directed learning. Self-directed learning requires more involvement from the student. More involvement increases the likelihood of retention.
- are assignment based. This difference requires students to continually do something with the topics being addressed in a course. Students are motivated to make a personal connection with the material.
- expands resources for study beyond the resources in the course shell. Students are encouraged to explore a wide variety of Internet based sources of information that addresses course topics.
- offers time for students to consider concepts and skills being addressed beyond the period one would be present in an on-the-ground classroom.
- supports one-on-one learning through ongoing interaction with the professor. Your professor is readily available to answer questions and/or discuss course content and assignments. All you need to do is send a message to her Canvas Inbox or schedule a synchronous GotoMeeting session with her.

**Recognize Best Practices and Use Them to Achieve Success**
Students are offered specific directions on how to complete each assignment within the course shell. Students should refer to assignment pages to understand how to complete assignments. In addition, specific grading rubrics are linked to each assignment oriented page so that students understand exactly how each assignment will be assessed. It is expected that students will be attentive to directions and the grading criteria for assignments. Paying attention is in the student’s best
Weekly Schedule and Content

Reading and video/audio material below represent core material for the semester. Refer to weekly topic pages located within the Modules area of the course for a complete listing. Assignment due dates are listed in the course calendar.

Course Orientation

Week 1
Reading and Video
Topic: Online Course Orientation
Reading
1st weekly message (uploaded into the Announcements area of the course.)
All material within the Course Orientation & Week 1 Module.

Video
Welcome and Course Overview – Professor Marsden

Assignments:
Course Orientation Quiz (30 points)
Complete 2 Self-Assessments
Address Canvas Account Information
Choose topic for writing assignment #2 – or - #3

Unit I: The Basis for Emotional Intelligence
Weeks 2 - 5

Week 2
Topic: What is EI?
Defining and Understanding Emotional and Social Intelligence (Part I)

Reading and Video
Reading
2nd Weekly Message – (uploaded into the Announcements area of the course.)
EI at Work Case Studies:
The Emotionally Intelligent Manager Text
Website: Consortium for Research on Emotional Intelligence in Organizations
Investigate Contents of Website

Videos
Introduction to Emotional Intelligence (Parts I through IV) – Professor Marsden
Understanding the Concept of Emotional Intelligence – Professor Cherniss

Assignments:
Choose topic for writing assignment #2 – or - #3
Work on developing writing assignment #1.

Week 3
Reading and Video
Overview
3rd Weekly Message – (uploaded into the Announcements area of the course.)
**Topic:** What is EI?
*Defining and Understanding Emotional and Social Intelligence (Part II)*

**Reading**
The Emotionally Intelligent Manager text
Chapter 1 - Emotions and Reasoning at Work, p. 3 – 23

**Video**
Emotional Intelligence at Work – Professor Marsden

**Topic:** Measuring EI

**Reading**
Chapter 4: Investigating the Science Behind Emotional Intelligence, p. 43 – 59
Excerpts:

Website: Consortium for Research on Emotional Intelligence in Organizations
Measurements Section: MSCEIT, ESCI, EQ-I

Sample Assessment Reports:
MSCEIT - Mayer, Salovey, Caruso Emotional Intelligence ABILITY based assessment
ESCI - Emotional and Social Competency Inventory (Goleman and Boyatzis) COMPETANCY based assessment

**PowerPoint**
Measuring EI – Professor Marsden

**Assignments:**
Writing assignment #1 due:
*Students must upload writing assignments in two locations:* 1) Submit for grading through the Submit tab on the writing assignment page; 2) copy and paste work into the appropriate discussions area so that learning community members can review and discuss. *Students who neglect to submit their work in the two locations will receive a 5-point penalty.*

MSCEIT Assessment testing area available on **Wednesday, February 15.**
(MSCEIT MUST be completed by end of week 4)

MSCEIT can be completed. The earlier one completes the assessment, the earlier one receives a feedback report and can begin to work on Part I of the Course Project. *If a student waits until the last day the assessment is available, one’s feedback report will be returned only days before Course Project Part I is due.*

**Week 4**
**Reading and Video**

**Overview**
4th Weekly Message – (uploaded into the Announcements area of the course.)

**Topic: Developing EI Abilities & Competencies**

**Reading**
The Emotionally Intelligent Manager Text
Chapter 2 – An Emotional Blueprint, p. 24 - 30

Excerpts:
Developing Emotional Intelligence, p. 68 – 70.
Social Emotional Learning, p. 71 – 73

**Video**
Learning EI Competencies vs Intellectual Learning – Professor Cherniss
Making Change: How to Improve Your EI (4:30 minutes) - Daniel Goleman

**Topic: Social-Emotional Skills: Educational System to the Workplace**

**Students**

Reading
- Website Investigation (Recommended – Not Required)
  Collaborative for Academic, Social and Emotional Learning -(Collaborative that works to advance the science and evidence-based practice of social and emotional learning (SEL).

**Video**
- What is the Social Brain?: 2018
  Patricia Kuhl, Institute for Learning & Brain Sciences, University of Washington
- Selling SEL: An Interview with Daniel Goleman
  Daniel Goleman speaks on the value of social and emotional learning

**Employees & Organizations**

Reading
  Workplace Success section, p. 97 - 98. (All other areas recommended)

**Video**
- Emotional Intelligence and Leadership (19:38 minutes) - Peter Salovey

**Assignments:**

- **MSCEIT MUST be completed**
- Comments on writing assignment #1
- Work on section A of Course Project, Part I (due end of week 5)

**Week 5**

**Unit I Quiz & Course Project Part I**

Reading
- 5th Weekly Message – (uploaded into the Announcements area of the course.)

**Assignments:**

- Quiz I
- Course Project Part I

**Unit II: Developing EI Skills and Competences**

**Weeks 6 - 11**

**Week 6**

**Reading and Video**
- 6th Weekly Message – (uploaded into the Announcements area of the course.)

**Topic: Increasing Self-Awareness**

Reading
- Emotional Intelligence at Work Text
  Part One: Increasing Your Emotional Intelligence, p. 1-2
  Chapter 1: Developing High Self Awareness, p. 3 – 25

**Video**
- Emotional Awareness – Professor Marsden
**Topic: Increasing Awareness of Others**

Reading
The Emotionally Intelligent Manager Text
- Chapter 3 – Read People: Identifying Emotions, p. 33 – 40
- Chapter 8 – Read People Correctly: Improving Your Ability to Identify Emotions, p. 83 – 99

Video
El Recognize Basic Emotions – YouTube Presentation

**Assignments:**
- Work on Section A of Course Project Part 2
- Work on writing assignment #2
  (if you are developing a writing assignment #2 on Unit II topics)

**Week 7**

**Overview**

Reading
7th Weekly Message – (uploaded into the Announcements area of the course.)

**Topic: Emotional Intelligence: Smarter – not “Nicer”**

Video
El Topics We Usually Don’t Understand – Professor Marsden

**Graphic**
El Abilities and Dark-Side Tactics

**Topic: Using Emotions at Work**

Reading
The Emotionally Intelligent Manager Text
- Chapter 4 – Get in the Mood, Using Emotions, p. 41 – 51
- Chapter 9 – Get in the Right Mood: Improving Your Ability to Use Emotions, p. 100 – 114

**Topic: Understanding Empathy**

Reading

Excerpt of Chapter 7 – Understanding Empathy, p. 95 – 99

Video
Understanding Empathy—Professor Marsden

**Assignment:**
Writing assignment #2 Due
(if you are part of the group who is developing a writing assignment #2 on Unit II topics)
**Students must upload writing assignments in two locations:** 1) Submit for grading through the Submit tab on the writing assignment page; 2) copy and paste work into the appropriate discussions area so that learning community members can review and discuss. **Students who neglect to submit their work in the two locations will receive a 5-point penalty.**

**Week 8 – INCLUDES SPRING BREAK – CHECK CALENDAR**

**Reading and Video**

**Topic: Understanding Emotions at Work**

Reading
The Emotionally Intelligent Manager Text
Chapter 5 – Predict the Emotional Future: Understanding Emotions, p. 52 – 61
Chapter 10 – Predict the Emotional Future Accurately: Improving Your Ability to Understand Emotions, p. 115 – 133

Assignments:
Make comments in writing assignment #2
Quiz II (Covers weeks 6 and 7 – Increasing the Emotions of Self and Others; Empathy and Using Emotions)

Weeks 9 - 10
Reading and Video
Overview
Reading
9th & 10th Weekly Message – (uploaded into the Announcements area of the course.)

Topic: Self-Management of Emotions
Reading
Emotional Intelligence at Work text
Chapter 2 – Managing Your Emotions, p. 27 – 60
The Emotionally Intelligent Manager text
Chapter 6 – Do It with Feeling: Managing Emotions, p. 62 – 73
Chapter 11 – Do It with Smart Feelings: Improving Your Ability to Manage Emotions
Video Learning a Managing Emotions Skill – Professor Marsden

Topic: Managing the Emotions of Others in the Workplace
Reading
Emotional Intelligence at Work text
Chapter 6 – Helping Others Help Themselves, p. 183 - 212
The Emotionally Intelligent Manager text
Video Regulating the Emotions of Others – Professor Cherniss
Competencies Necessary to Regulate the Emotions of Others - Professor Cherniss

Assignments:
Work on Section B of Course Project, Part II (due week 11)
Work on writing assignment #3
(if you are part of the group who is developing a writing assignment #3 on Unit III topics)

Week 11
Quiz III & Course Project Part II
Reading
11th Weekly Message – (uploaded into the Announcements area of the course.)

Assignments
Quiz III (Covers Weeks 8, 9 and 10 – Understanding Emotions, Managing the Emotions of Self and Others)
Course Project Part II
Work on writing assignment #3
(if you are developing a writing assignment #3 on Unit III topics)

Unit III: Using Emotional Intelligence Skills and Competences
Weeks 12 – 14
Week 12
Reading and Video
Overview
Reading
12th Weekly Message – (uploaded into the Announcements area of the course.)

Topic: EI and Communication in the Workplace
Reading
Emotional Intelligence at Work text
Chapter 4 – Developing Effective Communication Skills, p. 107 – 150
Excerpts: The Social Brain, p. 54 – 57; The Social Brain Online, p. 58 – 60

Video
EI and 21st Century Communication – Professor Cherniss
Social Brian Online and What You Need to Know - Daniel Goleman

Assignment:
Writing assignment #3 due
(if you are part of the group who is developing a writing assignment #3 on Unit III topics)
Students must upload writing assignments in two locations: 1) Submit for grading through the Submit tab on the writing assignment page; 2) copy and paste work into the appropriate discussions area so that learning community members can review and discuss. Students who neglect to submit their work in the two locations will receive a 5-point penalty.

Week 13
Reading and Video
13th Weekly Message – (uploaded into the Announcements area of the course.)

Topic: Relationship Building at Work
Reading
Emotional Intelligence at Work Text
Chapter 5 – Developing Interpersonal Expertise, p. 151 – 182

Video
Competencies involved in Interpersonal Expertise – Professor Marsden

Assignments:
Writing assignment #3 discussion (all students)

Week 14
Quiz IV & Course Project Part III
Reading
14th (and last!) Weekly Message – (uploaded into the Announcements area of the course.)

Assignments:
Quiz IV (Covers weeks 12 & 13 - Communication & Relationship Building content)
Course Project Part III