

## Creating Healthy Work Environments VIRTUAL 2021

### Leadership Training Creating Healthy Work Environments by Enhancing Knowledge Regarding CliftonStrengths and Emotional Intelligence

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#### **Purpose:**

Scholars and lay people alike believe that leaders have a tremendous effect on the success or failure of their organization's mission (Bradberry & Greaves, 2005). Of particular interest to many researchers is the search for a link between teacher/leader characteristics and academic success. Although numerous traits and behaviors of leaders and elements of leadership have been studied and reported in this regard, one aspect in particular has constituted a recent focus: emotional intelligence (EI), which is the capacity that an individual has for learning about, understanding, and attending to his or her own emotions and those of others (Mayer, 1999).

Educators with high EI are adept at recognizing feelings in themselves and others, which enables them to manage their emotions as well as to perceive and respond well to the emotions of others (Goleman, 1998; Mayer & Salovey, 1997; and Caruso (2004a, 2004b). Among other advantages, when educators have high EI, they are able to use this ability to guide their thoughts and actions and to build relationships with others (Dulewicz & Higgs, 2003; Hernon & Rossiter, 2006). Further, these researchers stress that if professors and staff can manage their emotions, they increase the chances that their decisions will be more easily embraced by those that follow.

The primary purpose of this study is to help educators (faculty and staff) to identify individual strengths/talents via the CliftonStrengths Assessment (Executing, Influencing, Relationship Building and Strategic Thinking) and to also identify individuals' Emotional Intelligence that will provide results in four areas: Perceiving Emotions, Using Emotions, Understanding Emotions, and Managing Emotions, and explore how their identified strengths correlate with their emotional intelligence scores as measured by the MSCEIT (Emotional Intelligence Test).

#### **Methods:**

The primary focus of this study will be to focus on each participant's emotional intelligence scores as assessed by the MSCEIT (Emotional Intelligence Test). For the

purpose of helping faculty and staff understand their strengths, the CliftonStrengths will be given to those who are interested in examining their strengths as well as the MSCEIT (Emotional Intelligence Test) that will provide results in four areas: Perceiving Emotions, Using Emotions, Understanding Emotions, and Managing Emotions. Research participants for the study were recruited (email invitations to faculty and staff) to take the MSCEIT and CliftonStrengths assessments and attend a Leadership Seminar offered during the school year.

**Results:**

The faculty and students shared their top 5 strengths and MSCET scores with the researchers. Of the 45 participants, surveys were completed on each participant. The result from this study will be showcased during the presentation.

**Conclusion:**

In order to have a healthy work environment, it is important that individuals are aware of their CliftonStrengths/talents and Emotional Intelligence. In order to be happy, positive, productive members of the work environment, people need to be able to work in their areas of Strengths. If people can spend 80% of their time working within their identified areas of strengths there is a greater likelihood that their work environment is a positive and healthy one.

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**Title:**

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**Keywords:**

EI, Emotional intelligence and Strengths

**Abstract Summary:**

Personal awareness entails knowledge of one's own strengths and emotional intelligence. Faculty and staff were invited to participate in Leadership Training where their own CliftonStrengths and Emotional Intelligence were identified to explore the relationship between the two.

**Late Breaking Reason:**

We heard of this conference last week at the Sigma Region 8 Virtual conference and feel that the findings from our research study will yield a significant contribution to the topic of creating healthy work environments.

**References:**

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First Primary Presenting Author

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**Author Summary:** Ronda Christman, PhD, MA, MSN, RN is a professor at Southern Adventist University's School of Nursing. Her passion is to equip all levels of the next generation of nurses for excellent patient care. She has conducted research on multi patient and emergency preparedness interprofessional collaborative practice, students' stressors/strengths/spirituality, health/happiness/spirituality, classroom/flipped/online and biblical foundations in teaching. Ronda has presented her research nationally providing both oral and poster presentations.

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**Author Summary:** Dr. Gettys is a Professor at Southern Adventist University and is the Director for the Center for Teaching Excellence and Biblical Foundation of Faith in Learning. She is a co-creator and team member of the EP-IPCP simulation the past two years. She is the Co-PI of this research study and is either the PI or Co-PI on several other studies and is highly published and has presented numerous times on her various studies.

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