

Meditation as a tool for developing EQ



Climbing the corporate ladder isn't always about having the most knowledge and hard skills. The Carnegie Institute of Technology found that 85% of financial success came from being personable and a good communicator.¹ Accordingly, companies now hire as much for technical skills as they do for emotional intelligence, also called an emotional intelligence quotient (EQ). This is the ability to recognize, understand, and manage one's own emotions as well as having the skills to influence coworkers' emotions.²



Applicants with a high EQ are generally more effective communicators, lead with empathy, enjoy collaborating, are friendlier, and have other positive traits.

Human resource teams are taking notice, and prioritizing EQ is trending up: it wasn't even a top 10 skill in 2015, yet it's predicted by the World Economic Forum to be the sixth most-valued skill by 2020.³ EQ is responsible for 58% of performance in all jobs, and 90% of top performers score highly on it.⁴

Emotional awareness can have a powerful influence on profit, so how can companies leverage modern tools to elevate their workforce's emotional capabilities?

Changing technology and its effect on EQ

In one Accenture study, 52% of executives who used wearable devices expected them to have a moderate to significant effect on the workplace.⁵ Data captured from these tools can create a snapshot of workers' emotions, stress levels, relationships, collaboration abilities, and more.

IT and HR teams have begun capturing employee data to drive bottom-line growth. When the Air Force began to leverage EQ testing and analysis, it tripled its ability to identify high performers, saving it \$3 million annually. Further, one multinational company found that partners with an above average EQ delivered \$1.2 million more profit from their accounts, representing a 139% gain. An insurance company tracking EQ found that employees with a low score sold less than half as many premiums as those with a high score.⁶

The evidence is clear:

technology's ability to capture employees' EQ has a direct link to organizational performance.

How meditation helps boost employee EQ

Meditation has a positive effect on EQ, and technological advancements have made “digital mindfulness” a goal that’s well within reach for many companies, especially with its proven ROI.

But how does meditation help?

One report found that “mindfulness boosts EQ, by increasing our awareness of our own thoughts and feelings and our ability to attune to the feelings of others. The more awareness we bring to our interactions at work, the more we can take emotional responses into account – our own and others’ – to enable us to communicate more appropriately and effectively.”⁷

Research noted in Medical News Today indicates that those who practice meditation can better regulate and control negative emotions.⁸ Doing so helps employees better collaborate, handle stress, and be more approachable to their colleagues.



EQ and company performance

High EQ is more than just a “nice to have” trait, and its measurable influence makes it more than a trendy buzzword. The business case for leveraging technology and meditation to boost employees’ emotional strength is tangible: **companies that focused on EQ had 35% higher revenues and enjoyed a 16% boost in client satisfaction.**⁹

Having a higher EQ has also been found to decrease employee anxiety while simultaneously boosting productivity. Among General Mills employees, mindfulness training helped facilitate a **20% decrease in rushing through tasks** along with a **40% increase in employees optimizing their own productivity.**¹⁰

Further, a study from a business and economics university showed that focusing on meditative breathing for eight to 15 minutes before meetings with difficult people, among other challenging tasks, helped people feel and perform better.¹¹

Having a higher EQ helps workers be more empathetic, compassionate, and productive. Whether facilitated by technology, meditation, or both, emotionally sound employees collaborate better, are less stressed, and deliver stronger bottom-line results. Learn more about how you can develop a more emotionally adept workforce.

References

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