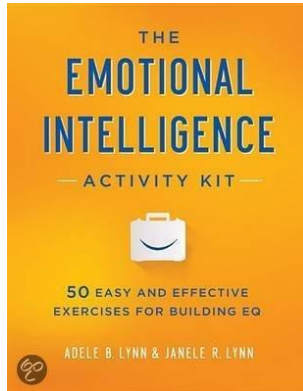

PM WORLD BOOK REVIEW



Book Title: ***The Emotional Intelligence Activity Kit***

Author: **Adele B. Lynn & Janele R. Lynn**

Publisher: AMACOM

Format: Soft cover; 256 pages List Price: \$34.95

Publication Date: 2016 ISBN: 13-978-0-08144-4923-3

Reviewer: ***Nazanin Mehrooz, PMP, CSM, SA, SCP***

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Introduction to the Book

Emotional Intelligence (EI) is a very important competency for manage yourself and others. This book shares the five areas of EI which include self-awareness and control, empathy, social expertness, personal influence and mastery of purpose and vision. Leaders who have scored high on the Emotional Quotient (EQ) are consistently more profitable and overall successful than their peers. On the flip side, a lack of EQ can impact people and organizations very negatively. This book provides a toolkit of 50 different exercises to help develop this competency in yourself and others.

Overview of Book's Structure

The book contains 6 chapters on the following topics:

1. Emotional Intelligence – The framework of great performance starts by understanding how the lack of EQ affects organization and understanding the five areas of EI.
2. How to Use This Book – Before, during and after activity guidelines to maximize the benefits of the each exercise
3. What You'll See for Each Activity – Information on prerequisites, companion activities, target audience, material, estimated time, debrief and key learning points
4. A Guide to the 50 Activities – This section contains a quick reference table of the activities cross referenced against key highlights.
5. The Activities – The detailed exercises include the targeted EQ area and competency and guides the facilitator on setup, targeted audience, duration,

difficulty level and overall purpose. Key learning point and supporting handouts are also included in this section.

6. Table of Related Activities – by Competency, audience suitability, content area activities

Highlights: What's New in this Book?

I have read several books on EI and even taken some assessments to rank my own, but had not been exposed to a book containing 50 exercises targeting specific competencies in an all-encompassing package like this. This new approach helps facilitate training by having all you need in one spot with easy access with several cross reference tables. It also doesn't require you to read the entire book to tap into a specific target area. The individual exercises are modularized well and even help map you to other relevant activities for those who want to dive in deeper.

Highlights: What I liked!

This book helps emphasize the need for greater emotional intelligence and the benefits you can gain by just investing time and energy to develop this skill. What I liked about it is it doesn't just throw a bunch of theoretical lessons at you, but sets up an opportunity nicely to put it to practical use and provides you all the supporting information you need.

Shortfalls: What was Missing?

If you are looking for quantifiable assessment with rankings of your own competencies, you are encouraged to find other targeted resources.

Who might benefit from the Book?

Trainers, teachers, coaches, managers and leaders would all benefit from this book. Leaders, project managers, customer facing service providers and sales teams would benefit from the insights shared in these exercises when dealing with resistant people.

Conclusion

Emotional Intelligence is a key competency which helps manage emotions, empathize, build relationships and drives performance. Lack of EI can negatively impact people's moral, ability to meet organizational goals and reaching/exceeding targeted results. This book provides simple exercises which can be tap into key target areas needed. It is very user friendly and logically organized to facilitate training.

The Emotional Intelligence Activity Kit, by Adele B. Lynn & Janele R. Lynn, published by AMACOM; 2016, ISBN 13-978-0-08144-4923-3; 256 pages, soft cover. More at <http://www.amacombooks.org/book.cfm?isbn=9780814449233>

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Nazanin Mehrooz is a certified project manager, scrum master and SAFe Program Consultant. Nazanin started her career as a software developer and transitioned to leading mid-size teams as a functional manager, senior project manager, Release Train Engineer and SAFe Instructor. Her background includes managing a portfolio of 30+ projects with budgets exceeding 15 Million USD. Nazanin is an active volunteer for the PMI Dallas and Fort Worth Chapters. She can be contacted at nazi_mehrooz@yahoo.com