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75% LEADERS VALUE EMOTIONAL INTELLIGENCE IN THE WORKPLACE

Fresh new survey from Mindful Pathway (providers of evidence based Mindful leadership and behaviour coaching) highlights need for professional development on Emotional Intelligence for Leaders.

Key report findings:

- 96% of SME Leaders are familiar with the concepts of EQ
- 75% recognise the value of EQ in the workplace
- EQ is seen as important for leaders looking to engage, motivate and manage staff
- 1 In 7 have read extensively or trained in EQ.
- 86% do their own learning for leadership development
- 87% are interested in EQ Professional Development

"For the first time ever, there is 30 years between me and 40% of my team, I need to understand their needs, wants, fears, aspirations clearly." (Survey respondent)

This is a challenge facing many business leaders today and this new survey from Mindful Pathway assesses attitudes to a potential solution – Emotional Intelligence. This **recent survey** was undertaken in September 2019 with 79 business leaders across the UK, primarily C-level executives or directors of small to medium enterprises (SME).

Emotional Intelligence (EQ) is the ability to perceive, understand and monitor your own emotions, as well as those of others and apply that understanding to effectively react and lead in the workplace. 96% of survey respondents are familiar with the concept and it is fast becoming recognised as a key attribute in successful leaders, ranking sixth in the World Economic Forum's list of the top 10 skills that employees need to possess to thrive in the workplace of the future.

The survey found that the majority (75%) of SME Leaders recognise the value of EQ in increasing dispersed workplaces for engaging, motivating and managing staff. This is seen as having a positive impact on collaborations and productivity, which ultimately affect the bottom line.

As one respondent said *"[The value of EQ] is understanding one's own character and approach towards engaging with others. This, I believe, comes down to self - awareness, self - belief and confidence. The ability to step back, listen, and to be still without judgement."*

Whilst **business leaders recognise the value of EQ**, developing their own skills and those of their teams presents a challenge. Time is the biggest hurdle they need to overcome (68% quote this as a concern) followed relatively closely by budget (56% of respondents).

Most business leaders (86%) undertake leadership professional development independently, using online media and LinkedIn as primary sources of information, fuelling an appetite for more structured development methods. 87% are interested in EQ professional development in some form.

Ruth Farenga, founder of Mindful Pathway commented *"Leadership is ultimately about people and EQ is a game-changer in this space. It gives those who invest time in its development a competitive advantage as a leader and also for their employees and businesses who will also benefit."*

There is a fundamental route to leadership success: not in the fast lane, but instead following a more tuned-in, responsive and reflective path. EQ helps develop self-awareness, leading to an enhanced understanding of human nature and how people really work!"

Leaders in SMEs are ready to lead the way with a conscious approach, investing in their development as well as that of their staff – if only they can find the time in the busyness of our fast-paced world!

ABOUT MINDFUL PATHWAY

Ruth Farenga is Founder of Mindful Pathway, a qualified Mindfulness Teacher and coach, working with leaders and professionals to develop emotional intelligence & practical Mindfulness skills enabling them to be more resilient & connected in our fast-paced world.

Mindful Pathway's ethos is to offer **evidence-based programmes** to allow people to create sustainable practice & habits with step by step guidance, adapting to participants as individuals.

Further information on Ruth's thoughts on EQ can be found in this article on how [Emotional Intelligence is a difference-maker for leaders](#).

You can see the [full report findings online](#).

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