



Does Emotional Intelligence Really Matter?

Here's What Every Leader Should Know

By Doug Filter, Certified Leadership Coach

EQ: The Skill That Defines the Future

In a world of constant change, one skill consistently emerges as critical for thriving in 2025: Emotional Intelligence (EQ). According to the World Economic Forum, EQ is ranked as one of the top 10 skills for the future of work, valued for its ability to enhance interpersonal effectiveness, decision-making, and resilience in uncertain times. Similarly, research from McKinsey & Company highlights EQ as a key driver of leadership success, enabling leaders to foster trust, collaboration, and innovation within their teams.

A Practical Solution

To meet this growing need, Wiley's *Everything DiSC® on Catalyst™* platform offers a practical and scalable solution. This platform supports leaders and teams in understanding and developing their EQ with tailored insights and tools. One standout module, Agile EQ, provides actionable strategies to identify emotional and interpersonal needs in any situation and adapt responses accordingly. Designed for use in both one-on-one and group settings, Agile EQ empowers individuals to improve interactions, productivity, and outcomes.

The ongoing value of the Catalyst platform lies in its continuous learning approach, enabling users to revisit content, reinforce skills, and build new capabilities over time—making it an ideal investment for organizations striving to do more with less.

Continuous Learning: A Strategic Advantage

In a budget-conscious environment, focusing on continuous learning and development can become a strategic advantage. Studies by the International Coach Federation (ICF) reveal a **ROI of up to 7x the initial investment** in leadership coaching. Leaders who prioritize coaching keep goals, commitments, and results top of mind, driving accountability and organizational success.

Whether you coach your team internally or engage an external coach, the impact is clear. Research by TalentSmart shows that **EQ accounts for 58% of performance** in all types of jobs, making it the single biggest predictor of leadership success. Moreover, Gallup's findings on employee engagement emphasize the importance of emotionally intelligent behaviors, such as recognition and empathy, in driving team performance.

Leadership Drives Results

At the Great Dane Group, we KNOW that:

- **Leadership creates culture.**
- **Culture inspires engagement.**
- **Engagement fosters performance.**
- **Performance drives results.**

By demonstrating and integrating EQ development into ongoing coaching conversations, you continuously build a foundation for a more adaptable and resilient team.

Practical Steps to Take Today

1. **Reflect and Reset:** Use coaching conversations to discuss key accomplishments, lessons learned, and individual goals for growth.
2. **Incorporate EQ Development & Coaching:** Introduce Agile EQ on Catalyst as a tool for fostering adaptability and collaboration. Establish regular check-ins to keep development goals on track and reinforce accountability.
3. **Lead by Example:** Model emotional intelligence in your interactions, setting the tone for your team's growth. Look for our upcoming article focused on best practices!

Remember, it all starts with you as the leader. By prioritizing coaching and development consistently, you lay the groundwork for a culture that inspires engagement and drives results over time.



Doug Filter is a certified coach at the Great Dane Group, LLC. The Great Dane Group, works to develop leaders, foster healthy work cultures, and inspire teams to build trust, commitment, and accountability, to deliver quality results. www.greatdanegrp.com

