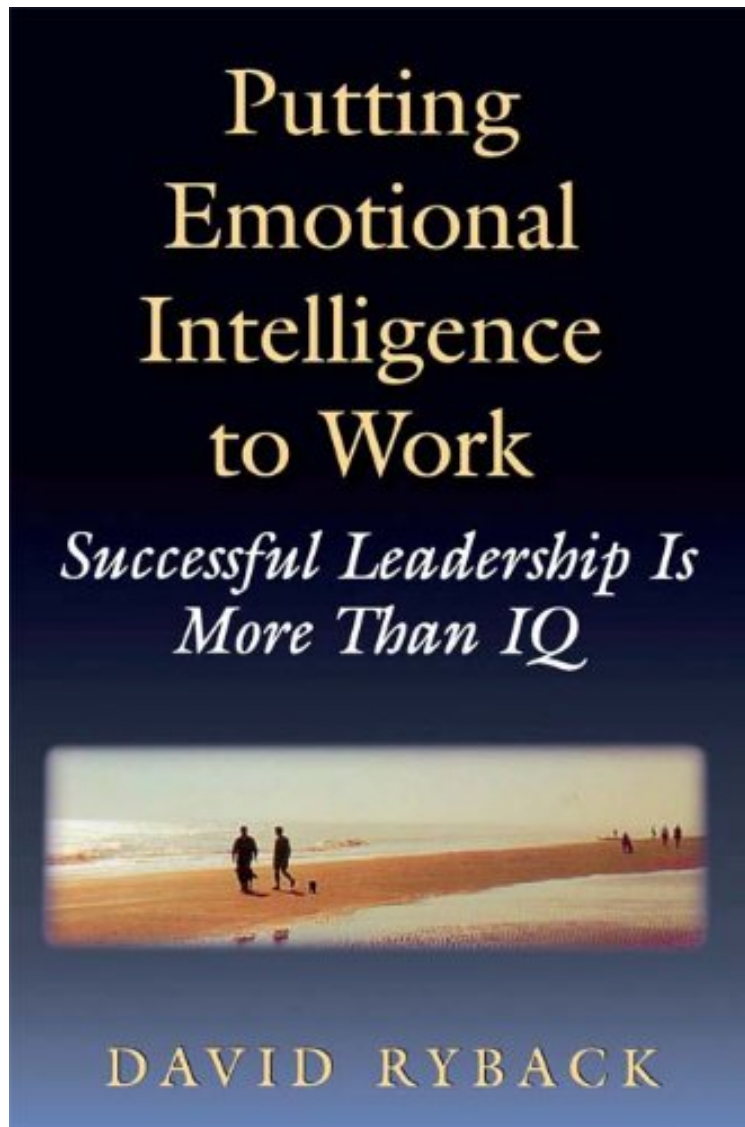


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Putting Emotional Intelligence To Work

David Ryback

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David Ryback : Putting Emotional Intelligence To Work before purchasing it in order to gage whether or not it would be worth my time, and all praised Putting Emotional Intelligence To Work:

2 of 4 people found the following review helpful. Refreshing!By Michael G. Rayel, MDDr. Ryback's walk on the beach with Dr. Carl Rogers is perhaps one of the highlights of this book. Their walks end up to be enlightening and refreshing.His conversations with Dr. Rogers about the role of emotions, how relationships evolve, and the depth of "emotional experience" have transformed an ordinary banter to a profound exchange of ideas.In general, the book has explained the emotional intelligence concept in a clear and simple style.The book has a specific chapter on the subject of Executive Intelligence and its ten attributes such as nonjudgmental attitude and perceptiveness. Succeeding chapters

have focused on some practical strategies in developing the various emotional skills relevant in the workplace and beyond. Dr. Ryback's suggestion that everyone should live an "emotionally intelligent lifestyle" shows appreciation of the emotions' role in daily living. Dr. Ryback's book is indeed superb. 2 of 2 people found the following review helpful. Putting Emotional Intelligence to Work by David Ryback By Jayne While I found the material in the book to be useful, the idea of emotional intelligence is not a new concept. I found it interesting that there are many occasions where the author quotes Carl Rogers and his knowledge of emotional intelligence. I found this interesting because the concept of emotional intelligence was not put forth by Carl Rogers, rather it was put forth by Howard Gardner who believed standardized IQ tests do not fully measure a person's cognitive ability. Carl Rogers, on the other hand, put forth the concept of client-centered therapy later changing the name to the person-centered approach. A key to Rogers' approach was giving the client or person unconditional positive regard. Now, I don't disagree with this approach and I think Rogers had a great deal of emotional intelligence. But when I saw the title contained "Emotional Intelligence," I expected the book to mention Gardner or Thorndike or Daniel Goleman who popularized the concept in the mid 90's. In Gardner's theory, he suggests that perhaps the part of the brain that controls emotional intelligence is more developed in some individuals than others. That is the theory behind the various intelligences he put forth. As I was reading the conversations between the author and Rogers, it is obvious (to me) that Rogers used his person-centered approach. Again, creating an atmosphere where the author could say anything and he didn't have to fear rejection from Rogers. This is the unconditional positive regard. This is the concept the author is attempting to get across to business executives. Create an atmosphere where employees feel free to express their ideas without fear of rejection. The idea may not be something that could be used, but if they feel their ideas are valued and will not be laughed at, it will increase their creative input. Rogers was also noted for not giving advice, rather, he would reflect back to the person what they said, let them think about it and come to their own conclusion. The author also mentions Theory Z in the book, which is a Japanese style of management. While he praises this management style, what he fails to mention or get across is the cultural difference. Japan is a collectivist culture whereas America is an individualistic culture. For the collectivist, it is a group effort and if one individual succeeds it is the whole group who is recognized. For the individualist, it is an individual effort and if the individual succeeds, the individual is recognized. Considering the cultural differences, would it be possible to successfully implement this management style within an individualistic culture. Simply put, what it all comes down to is how well does one get along with others? To me, the book is filled with old concepts but repackaged and sold in a different way. Perhaps all we really needed to know we learned in kindergarten? 2 of 3 people found the following review helpful. When Feelings Mean Business By John Bailes This book is a straight-shooting, reader-friendly guide to making applicable the new theory of Emotional Intelligence. Dr. Ryback's conversational style quickens our understanding of this new and important theory and makes accessible the steps to take to enhance leadership on or off the job. With special assessment tools and explanations, PUTTING EI TO WORK brings to real life what is necessary to lead in the Global Economy. To be specific, Ryback demonstrates how to bring the brain and the heart work together in a thinking way and proves that successful leaders know how they themselves tick emotionally.

Putting Emotional Intelligence to Work offers a new paradigm of communication for the 21st-century workplace. Beginning with the thoughts of communication pioneer Carl Rogers, this book covers the origins and history of emotional intelligence, why it is essential at this point in the changing marketplace, how to delegate and negotiate more effectively, and how to change yourself to become a more effective player. An EQ (Emotional Quotient) survey helps you determine where you are on the scale of executive intelligence. Putting Emotional Intelligence to Work leaves you with a greater understanding of the new work ethic for 21st-century leadership, its business and personal benefits, how to teach it in a corporate setting, and how to build self-managed teams with the right mix and match of personality types. Dr. Ryback's book brings many resources together to consolidate an approach to business that combines the practical with the thoughtful, emotional, and intuitive. A new paradigm for leadership in the 21st century is demonstrated clearly and incisively. David Ryback, Ph.D. is a management consultant and speaker on personal and organizational success. His experience encompasses business management and government consulting, as well as teaching at Emory University's School of Business. His diverse client base includes the US Department of Defense, government legal offices, financial institutions, manufacturers, both domestic and international, health care organizations, and national retail outlets. In Putting Emotional Intelligence to Work, Dr. Ryback brings many resources together to consolidate an approach to business that combines the practical with the thoughtful, emotional, and intuitive. A new paradigm for leadership in the 21st century is demonstrated clearly and incisively.

"Terrific reading! David Ryback has discovered an exciting way to show what's absolutely needed in business organizations." _Mark Mayberry, author, In the Company of Entrepreneurs "Clearly written, this book addresses the hottest topics of the day _how motivation, performance, and productivity are all interlinked to emotional intelligence. It is fundamental to improving relations at all levels." _Dr. James Barrell, Professional Sports Consultant, Orlando Magic and San Francisco Giants "Here are powerful tools to help today's business leaders to get more done with less

and feel better about the process." _Dr. Gene Griessman, author, *Time Tactics of Very Successful People*"This book is a must-read because it will help cut the learning curve for managers at all levels in the organization. You might even consider it a crash course in more effective management and leadership." _Carol A. Hacker, author, *The High Cost of Low Morale*From the PublisherPutting Emotional Intelligence to Work leaves you with a greater understanding of the new work ethic for 21st-century leadership, its business and personal benefits, how to teach it in a corporate setting, and how to build self-managed teams with the right mix and match of personality types. Dr. Ryback's book brings many resources together to consolidate an approach to business that combines the practical with the thoughtful, emotional, and intuitive. A new paradigm for leadership in the 21st century is demonstrated clearly and incisively.

About the AuthorDavid Ryback, Ph.D. is a management consultant and speaker on personal and organizational success. His experience encompasses business management and government consulting, as well as teaching at Emory University's School of Business. His diverse client base includes the US Department of Defense, government legal offices, financial institutions, manufacturers (both domestic and international), health care organizations, and national retail outlets.