

SOCIAL INTELLIGENCE

EMOTIONAL INTELLIGENCE

Improve our ability to create positive interactions by strengthening relationship skills.



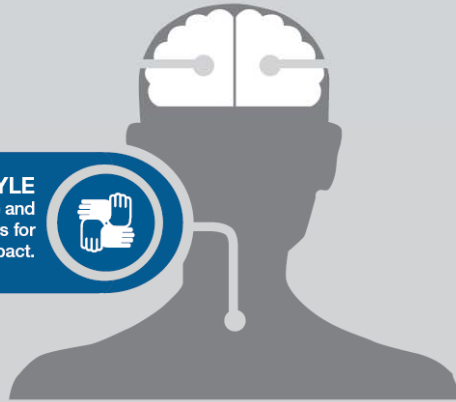
MINDSET

Recognize instinctive reactions that hold us back and develop skills to adapt and evolve.



BEHAVIORAL STYLE

Understand our personal style and how to adjust to others for maximum impact.



What is Social Intelligence?

Social Intelligence refers to the ability to understand and manage our Behavioral Style, Mindset and Emotional Intelligence to optimize interpersonal relationships. It deals with subconscious biases that can be learned and controlled. At its heart, Social Intelligence is the science of productive relationships. Organizations that foster it, experience higher performance, becoming more productive, collaborative and resilient. There are three highly interdependent elements in each of us: Behavioral Style, Emotional Intelligence and Mindset, each creating a holistic picture of what makes us tick as social individuals.



Behavioral Style

Early in life, we develop behavioral preferences and patterns which we find most comfortable. Partly the result of genetics and partly based on early learning, our Behavioral Style is readily observable to others and directly affects our social interactions in all areas of life. Sometimes our behaviors are seen as positive and sometimes negative, particularly when our behavioral

preferences clash with others'. Over 60 years of research has identified four behavioral styles. TRACOM's SOCIAL STYLE® Model defines these behavioral patterns and teaches specific techniques for creating productive relationships with people of any Style.



Emotional Intelligence

Our brain is highly complex, and our emotions often subconsciously control our behavior, leaving the rational brain to contemplate our actions in retrospect. Because our emotions tend to be more negative, we fear the worst, and look for danger during change. While these impulsive tendencies were key to our past survival, they aren't a great fit for in the modern workplace.

TRACOM's Behavioral EQ® Program offers a way to understand our emotions and those of others so we can control our emotions, influence others and achieve greater success. As the third-generation Emotional Intelligence model, Behavioral EQ provides proven, practical and actionable strategies for improving leadership, performance, sales and recruiting.



Mindset

An Adaptive Mindset is a hallmark of the world's most successful people, no matter their career. Studies show that highly resilient individuals tackle challenges with optimism and poise, bounce back from adversity and effectively manage stress. And in today's fast-paced, global environment businesses are looking for leaders with agility to help innovate and create positive change.

The good news? Studies show that we can positively impact our own mindset through intentional, practical exercises. When Adaptive Mindset skills are incorporated into learning and development initiatives, the result can be greater employee productivity, wellness and engagement.

SOCIAL INTELLIGENCE



Understanding And Managing Behavioral Difference™ ONE-DAY

Understanding and Managing Behavioral Differences is TRACOM's one-day course that explores our popular and proven models of SOCIAL STYLE® and Versatility, emphasizing improved interpersonal skills and workplace interactions. Through a series of exercises, videos, and facilitated discussions, participants will discover how to enhance workplace productivity and morale.

Participants will learn to identify each of the four SOCIAL STYLEs and the best plans of action to work with and accommodate each. Through exercises, participants will pinpoint areas of tension and understand the reason for backup behavior, which can ultimately lead to toxic relationships if left unchecked. Your employees will also be able to describe the Versatility dimension and its sources while identifying the steps to take to increase their Versatility and success at work.

The one-day format allows for maximum participation and workplace application training while fitting within time restrictions.



Developing Behavioral EQ™

ONE-DAY

EMOTIONAL INTELLIGENCE IMPROVES INDIVIDUAL AND ORGANIZATIONAL PERFORMANCE

Research has shown that Emotional Intelligence (EQ) improves performance in sales, leadership and recruiting. Just as important – EQ can be learned and developed. TRACOM's Developing Behavioral EQ™ is a comprehensive one-day course for understanding EQ and putting these powerful skills to work. Participants will:

- Be aware of cognitive biases and how they affect their thinking and performance
- Identify the impact of Behavioral EQ on job performance
- Interpret the results of their Behavioral EQ Multi-Rater profiles
- Develop and practice strategies to improve their Behavioral EQ
- Create an action plan focused on developing their Behavioral EQ



Developing A Resilient Mindset™

ONE-DAY

Developing A Resilient Mindset is TRACOM's one-day course to build resiliency and high performance in a fast-paced world. Resiliency is a way to productively deal with stress and overcome the brain's natural, counter-productive ways of thinking.

Research shows that highly resilient people respond to challenges with flexibility, bounce back from challenges, and even find opportunities within workplace stress. They perform more effectively in their jobs, are healthier, more engaged with their work, and have higher commitment to their organizations. The good news for employees and organizations is that resilience can be learned and developed.

This program teaches people about the sources of their stress, their response pattern to stress, and practical strategies for altering those responses. The program is based on decades of research on resiliency as well as new and groundbreaking research in neuroscience.



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