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Applied EQ
GROUP



“BUSINESS TEAMS FIND PEAK PERFORMANCE AT THE INTERSECTION OF SELF-AWARENESS, SELF-REGULATION, EMPATHY AND INTERPERSONAL SKILLS.”

ADAM SAENZ, PH.D., PSYCHOLOGIST

The EQuipped Team™

The EQuipped Team™ is a professional development course that empowers executives, teams and individuals with the emotional intelligence skillset necessary to achieve peak performance.

Many things can keep the individual from becoming the best self, and the same can be said of a team: time restraints, budget restraints, training restraints. But what if the factors that are most limiting you and your team internal, in your own skin? Is it possible that you are standing in your own way to success? If so, this is actually great news—you have the power to change that. You are in control.

The EQuipped Team™ is an immersive training and development process that empowers business leaders to understand and regulate both their stress and the strengths and limitations associated with their personality style. When leaders model emotional intelligence skills to their colleagues and to their clients, they become more sustainable in their leadership role, and they achieve peak performance in the workplace. The EQuipped Team™ experience is rooted in neuroscience, statistically-sound psychometrics, and clinical best-practice.

Learning Objectives: Participants will...

- Gain an understanding of how their personality style presents strengths and weaknesses in their leadership and behavioral style (using the *EASEL* assessment). Construct personal development plans to increase self-awareness and minimize the effects of personal fears, blind-spots and biases in interpersonal interaction with colleagues and clients.
- Develop a personal and team roadmap for healthy stress management and coping. Utilize the flight-or-flight model to proactively game-plan adaptive responses while using social contracting to avoid the maladaptive, toxic responses that can destroy team dynamics.
- Understand the dynamics of effective relationship building and the neuropsychology of personal growth and development.
- Implement the EQuipped 4-Step model of emotional regulation, a powerful emotional regulation technique that enables individuals to effectively regulate and harness the power of their emotions as a valuable fuel source in an ever-increasingly high-demand work environment.

Call: 979-571-4606

TheEQuipped Team™ FAQs

Who should participate?

This professional development experience is ideal for any professional—from on-ramping new employees to the seasoned executive, to any team working to accomplish collective goals.

Can you train my entire department?

We'd love to! The training is most effective when conducted with groups of 50 or fewer, so if your employee staff fits that number, we can train everyone in a single experience. If your employee group is larger, we can either bring multiple trainers to train the entire group in concurrent sessions or schedule multiple trainings across the calendar year. Our goal is to work within the confines of your training needs and calendar restrictions.

Can you train my entire company?

We'd love that even more! In fact, we believe (because the research tells us) that the interventions and techniques presented throughout The EQuipped Team™ are most effective when they are implemented systemically, across the organization. We'll begin with a comprehensive needs assessment to make sure our processes supplement and do not supplant any initiatives already in place in your organization.

Do you offer executive or one-on-one coaching?

Absolutely. And we can do that on-site or via online conferencing.

The Applied EQ Group

The Applied EQ Group was founded by psychologist, author, and emotional intelligence expert Adam L. Saenz, Ph.D. As a licensed psychologist and licensed specialist in school psychology, Dr. Saenz has worked in the education and mental health fields for over twenty years. He has worked in collaboration with the College of Education at Texas A&M University, including the Department of Human Resource Development, The Department of School Psychology, and the Department of Research, Measurement and Statistics. He has also lectured in the graduate school at Texas A&M's Mays Business School. He has delivered state national keynote addresses based on his research, which focuses on stress management, the dynamics of effective relationship building, personality assessment, and emotional intelligence. Among his publications are the best-selling *The Power of a Teacher*, *Relationships That Work*, and his most recent release, *The EQ Intervention: Shaping a Self-Aware Generation Through Social and Emotional Learning*. As a high school track and field coach, he is a lifetime member of the Texas Track and Field Coaches Association and a member of the Association of Applied Sports Psychology. He has coached multiple track and field athletes to state championships.

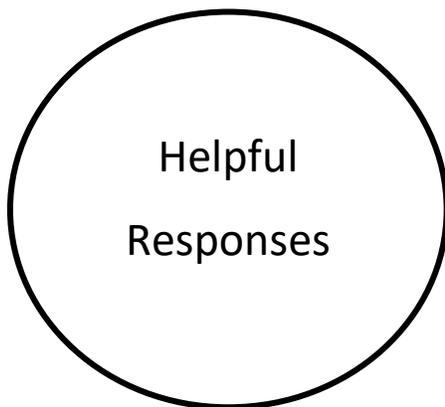
The Applied EQ Group's training team consists of doctoral and master's level practitioners with intervention experience across educational settings. The Educator Assessment of Social and Emotional Learning—the backbone of Applied EQ Group's intervention—is a psychometrically validated measure of personality, emotional intelligence and vulnerability to stress. The instrument was developed by Dr. Saenz in collaboration with K-12 classroom teachers and administrators across the country. Findings of the instrument's psychometric properties and applications for use in educational settings are submitted for publication to the American Education Research Association.

The Applied EQ Group has worked with the following organizations in Texas: The Texas Association of School Psychologists, Texas Elementary Principals and Supervisors Association, and Texas Association of Secondary School Principals. We have worked with the following national organizations and institutions: National Association of Elementary School Principals, American Association of School Personnel Administrators, and the Association for Career and Technical Education.

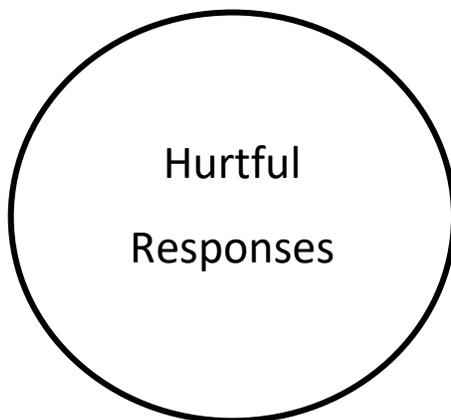
Harnessing the Power of Stress

What is stress and what are helpful and hurtful ways to respond?

Stress is the _____ you produce as you wonder whether you can _____
with _____. Symptoms include: _____



Engage	Disengage
<ul style="list-style-type: none"> • Get Connected • Anticipate • Redirect the energy (exercise, hobby, etc.) • Assert yourself appropriately 	<ul style="list-style-type: none"> • Self- observation • Keep Perspective



Engage	Disengage
<ul style="list-style-type: none"> • Frequently attacking, blaming, criticizing others • Frequently splitting or causing dissention among staff 	<ul style="list-style-type: none"> • Frequently deny, rationalize, or unable to accept responsibility for wrong doing • Cut off feelings/ apathy

Get connected	<p>My SAGE (who will offer me guidance is.....</p> <p>My HERO (who will always demand greatness from me) is...</p> <p>My CAREGIVER (who will always nurture me is.....</p> <p>My EVERYMAN (with whom I will always feel connected and comfortable) is</p>
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OTHER NOTES AND IDEAS...