

# TRANSFORMATIONAL LEADERSHIP | HTG



LEADING FROM YOUR CORE



EAGLE CENTER  
FOR LEADERSHIP



HTG

# Developing Your Muscle IQ

## Muscle & Feel

Dr. Larry Little

Chief Executive Officer

Eagle Center for Leadership



EAGLE CENTER  
FOR LEADERSHIP



HTG

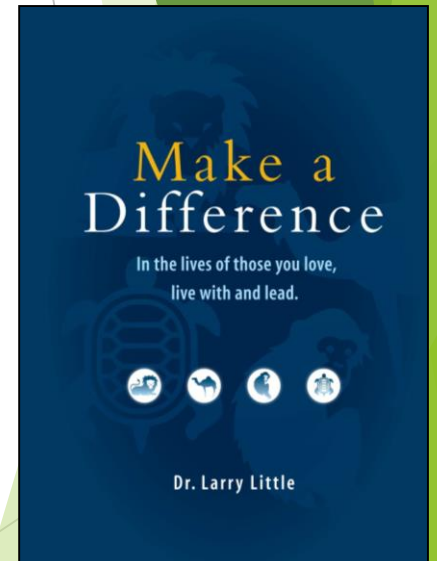
# BACKGROUND

Dr. Larry Little, CEO

[larrylittle@teceagle.com](mailto:larrylittle@teceagle.com)



- ▶ Executive coach, entrepreneur, author, and visionary in the arena of leadership development for over 20 years.
- ▶ Dr. Little holds a PhD in Psychology, a master's in clinical counseling, as well as a business degree.
- ▶ Founded Eagle Consulting and Eagle Center for Leadership Executive Leadership.
- ▶ The author of Make A Difference and creator of the 4-part EAGLE Leadership Seminar and Book Series
- ▶ International Consultant and Speaker for Fortune 100 companies



# Muscle & Feel Take Away from Columbia



EAGLE CENTER  
FOR LEADERSHIP



# Developing Your Muscle IQ

## Muscle Intelligence



EAGLE CENTER  
FOR LEADERSHIP

- ▶ **MQ : Motivational Intelligence- What Drives You?**
  - ▶ Status verses Results
- ▶ **UQ : Unique Intelligence- Are you dominating?**
  - ▶ Conformity verses Openness
- ▶ **SQ : Social Intelligence -What do you seek from your team?**
  - ▶ Popularity verses Respect
- ▶ **CQ : Capacity Intelligence- Do you have the ability to fail?**
  - ▶ Risk Adverse verses Creativity
- ▶ **LQ : Learning Intelligence- How do approach challenges?**
  - ▶ Problems verses Opportunities
- ▶ **EQ : Emotional Intelligence- How do you define success?**
  - ▶ Ambiguity verses Accountability



# MQ : Motivational Intelligence

## What Drives You?

### Status verses Results

# MQ : Motivational Intelligence

“When empowering leaders set their personal and political ego agendas aside and develop organization and human capabilities, they are more effective as leaders and lift their companies to new heights.”

- Center for Organizational Design

MQ:  
Motivational  
Intelligence

Status Looks  
Like

Results  
Oriented  
Looks Like



# MQ: Motivational Intelligence

How to increase your **Motivational Intelligence (UQ)** :



**Look In**

Remember at time when you allowed your ego to drive your behavior

**Look Out**

Seek out others who will speak truth into your life

**Look Up**

Know that you are called to something bigger than yourself or your ego

# UQ : Unique Intelligence

Are you dominating?  
Conformity verses Openness

# UQ : Unique Intelligence

One half of all employees in the US do not believe that they can be open and honest with their boss. And one fourth of all employees do not trust their employer.

- APA

# UQ : Unique Intelligence

How to increase your **Unique Intelligence (UQ)** :

Be intentional about relationships

Be authentic and transparent

Be willing to listen

Don't task your way out leading well

Allow employees to become aware of company struggles and successes

Don't always have the answers, let your team member be heard

# SQ : Social Intelligence

What do you seek from your team?  
Popularity verses Respect

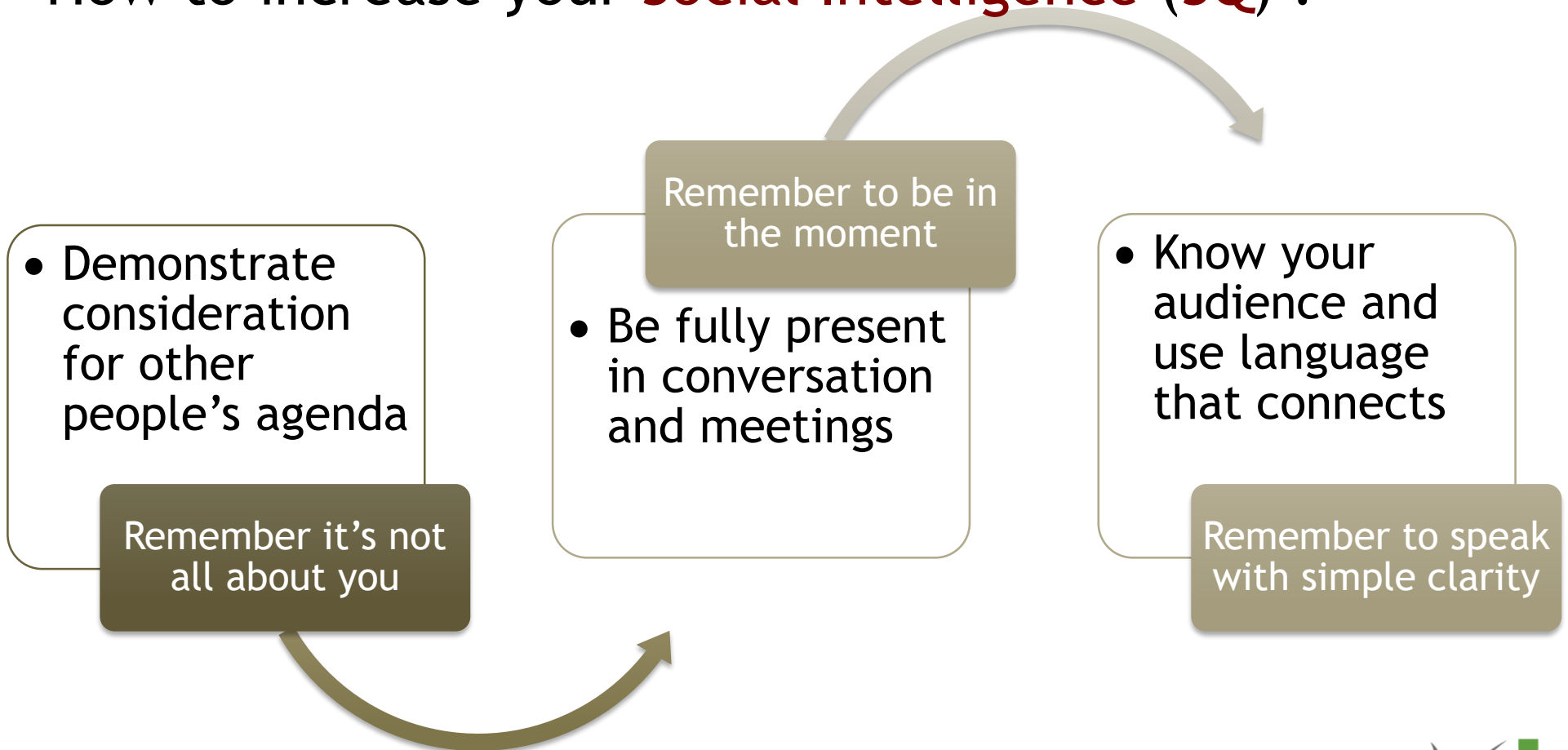
# SQ : Social Intelligence

“Leaders who win the respect of others are the ones who deliver more than they promise, not the ones who promise more than they can deliver.”

**-Mark A. Clement**

# SQ : Social Intelligence

How to increase your **Social Intelligence (SQ)** :



# CQ - Capacity Intelligence

Do you have the ability to fail?

Risk Adverse verses Creativity



EAGLE CENTER  
FOR LEADERSHIP





# CQ : Capacity Intelligence

“I have not failed. I’ve just found 10,000 ways that won’t work.”

- Thomas Edison

# How to increase your Capacity Intelligence (CQ) :

## GRIP IT

- Everyone fails - get over it

## USE IT

- Leverage failing into valuable knowledge

## TOUGH IT

- Allow failing to build resilience and tenacity

# LQ : Learning Intelligence

## How do you approach challenges? Problems verses Opportunities

# LQ : Learning Intelligence

“When a problem comes up in life, use the opportunity to learn from your mentors, build new skills, and add value to the world.”

- Chris Ballantyne

# LQ : Learning Intelligence

How to increase your **Learning Intelligence (LQ)** :

Identify the  
Problem

- Denial is not the answer

Investigate  
the  
Possibilities

- Ask what else can I do?

Initiate a  
Plan

- Take action - start somewhere

# EQ : Emotional Intelligence

## How do you define success?

### Ambiguity verses Accountability

ANYBODY CAN BECOME **ANGRY**  
THAT IS EASY  
BUT TO BE ANGRY WITH  
THE **RIGHT** PERSON  
AND TO THE RIGHT DEGREE  
AND AT THE RIGHT TIME  
AND FOR THE RIGHT PURPOSE  
AND IN THE RIGHT WAY  
THAT IS NOT WITHIN  
EVERYBODY'S POWER  
AND IS **NOT EASY**

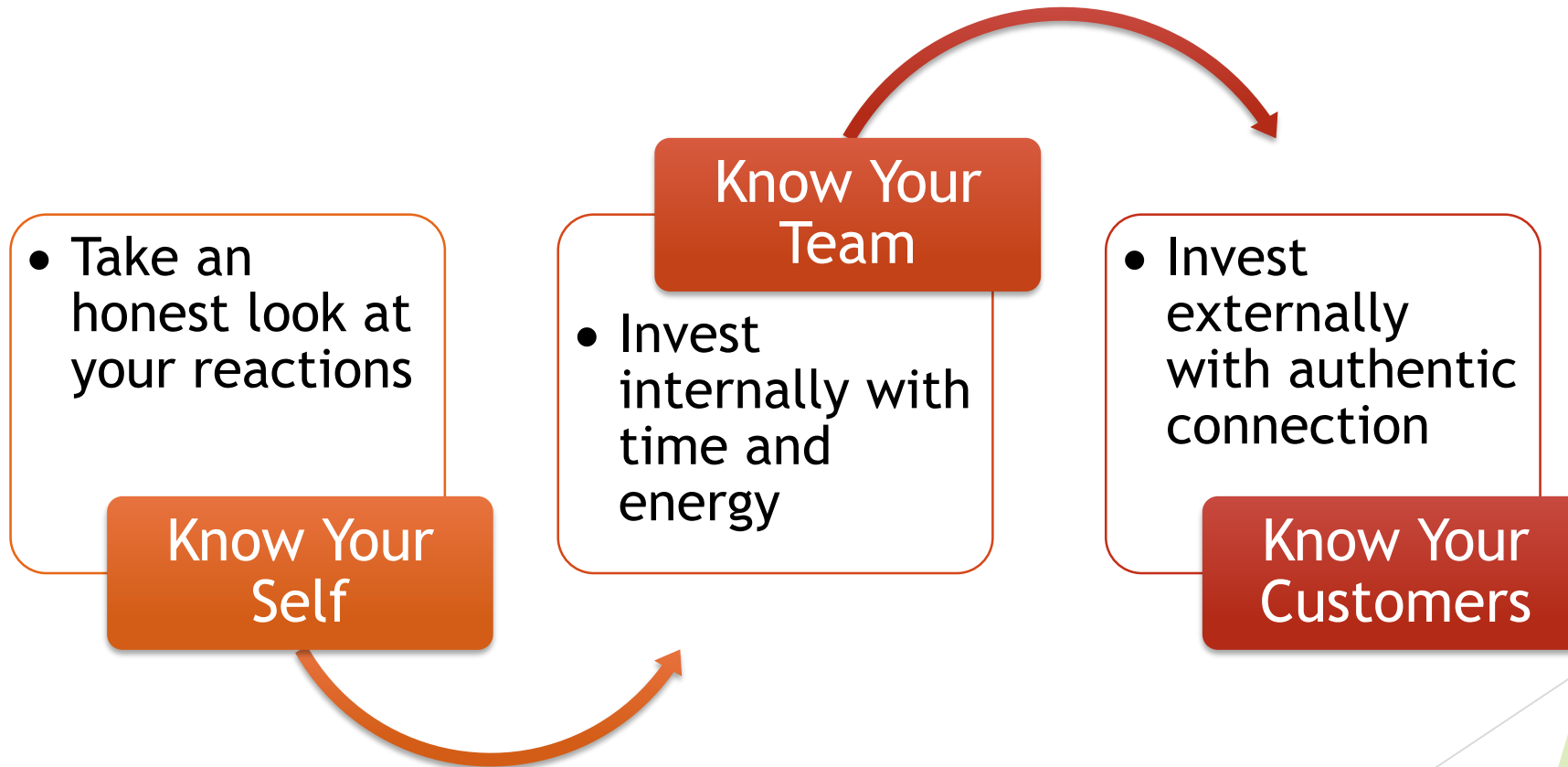
*Aristotle*

[celebquote.com](http://celebquote.com)

# EQ : Emotional Intelligence

# EQ : Emotional Intelligence

How to increase your **Emotional Intelligence (EQ)** :





# TRANSFORMATIONAL LEADERSHIP | HTG



## Questions

KEYS TO LEADING FROM YOUR CORE

Muscle & Feel

Dr. Larry Little

Chief Executive Officer

Eagle Center for Leadership