



Ego vs. EQ: How Top Leaders Beat 8 Ego Traps With Emotional Intelligence

By Jen Shirkani

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In *EGO vs. EQ*, nominated for a 2014 USA Best Book Award, Jen Shirkani shares strategies for using emotional intelligence (EQ) as a tool to avoid career derailment. The executive leadership failure rate is high: two in five CEOs fail in the first eighteen months on the job. This book teaches you how to identify the most common reasons for leadership ineffectiveness, and provides tools to raise your EQ, prevent leadership lapses, and avoid the cascading consequences they can produce.

Drawing on real-life anecdotes from the author's twenty years of coaching and consulting, including stories of success and failure from the leaders of vanguard companies in energy, investment, and health care industries, *Ego vs. EQ* provides research and case study examples in an easy to read, practical format and is ideal for anyone currently in an executive leadership role, including business owners, and those wanting to become a dynamic leader in the future.

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Editorial Review

From Publishers Weekly

As much as employees would like to speak freely to their CEOs, most bite their tongues and tell their leaders exactly what they want to hear. Shirkani, a longtime coach, consultant, and founder and CEO of the Penumbra Group, explores the blind spots that this lack of candor creates for CEOs and the eight ensuing ego traps that hinder their performance. The remedy for such traps is emotional intelligence (EQ), the capacity for self-awareness, empathy, social skills, and self-regulation—a skill set that CEOs must possess to succeed and thrive. EQ counters such ego-driven problems as ignoring feedback you don't like, not relinquishing control, and underestimating how much you are being watched. The author helps readers break free of these traps, and she closes each chapter with three actionable R's (recognize, read, and respond), which help develop new EQ-based behavior. She also explores other traps, such as believing that technology skills trump leadership skills, or falling back into old bad habits. Shirkani's examples effectively show that even the most successful executives fall victim to ego traps. By embracing their EQ, company leaders can avoid the isolation pitfalls that hinder successful management careers. (Oct.)

Review

"As senior leaders we can plod along doing what it was that got us to our current position, we can hire expensive consultants to help us try and change the organization, or we can raise our EQ to a more balanced position with our EGO and cost effectively change our companies for the better. Read this book, follow its simple suggestions, and enjoy a more cost-effective transformation than you ever dreamed possible."

Rory Miller

President

The Williams Companies, Inc.

"EGO vs EQ is a substantive work about a most useful subject that impacts the effectiveness of every leader. You'll learn a lot about yourself and you'll apply the ideas frequently in your work."

Dr. Nido R. Qubein

President

High Point University

"In EGO vs EQ, Jen Shirkani makes EQ more tangible and substantive by providing real-life examples of how high emotional intelligence enables more effective leadership. In fact, truly effective leadership is really not possible without making an emotional connection with others. This is a great read for anyone who is ready to explore and overcome the barriers that keep us from being the best leaders we can possibly be."

Mike Miller

Regional Vice President

Fortune 50 Organization

From the Inside Flap

As leaders climb the corporate ladder of success, the risk of falling into ego traps increases, which in turn can hurt business and threaten hard-won success. In *EGO vs. EQ*, author Jen Shirkani presents ways of honing Emotional Intelligence (EQ) to eliminate business blind spots.

Drawing on real-life anecdotes from the author's 20 years of coaching and consulting - including stories of success and failure from the leaders of vanguard companies in energy, investment, and health care industries - this eye-opening book provides documented research on the concrete value of Emotional Intelligence for leaders.

Ego vs. EQ explores 8 Ego Traps that leaders too often fall into and the critical role Emotional Intelligence plays in business performance. For instance, Shirkani reveals how Ego Trap #3, Surrounding Yourself with More of You, manifests itself by a lack of diversity on a leadership team - and why this is a liability rather than an asset. Shirkani skillfully shows leaders how to shift from ego-based statements to EQ-driven ones that can correct a trap before it takes hold and hinders long-term success.

Citing decades of research, infused with Shirkani's wisdom and sage advice, *Ego vs. EQ* provides leaders with practical tools for raising their own EQ, which in turn eliminates abrupt, ego-driven shifts and leads to effective communication, increased self-control, and a prolonged, successful career.

Users Review

From reader reviews:

Hattie Jasso:

The book *Ego vs. EQ: How Top Leaders Beat 8 Ego Traps With Emotional Intelligence* make one feel enjoy for your spare time. You can utilize to make your capable a lot more increase. Book can be your best friend when you getting tension or having big problem with your subject. If you can make reading through a book *Ego vs. EQ: How Top Leaders Beat 8 Ego Traps With Emotional Intelligence* being your habit, you can get much more advantages, like add your current capable, increase your knowledge about many or all subjects. You may know everything if you like start and read a guide *Ego vs. EQ: How Top Leaders Beat 8 Ego Traps With Emotional Intelligence*. Kinds of book are a lot of. It means that, science e-book or encyclopedia or other people. So , how do you think about this publication?

Steve Adams:

In this 21st century, people become competitive in every single way. By being competitive at this point, people have do something to make these survives, being in the middle of the crowded place and notice by surrounding. One thing that sometimes many people have underestimated it for a while is reading. Yes, by reading a guide your ability to survive increase then having chance to endure than other is high. For you personally who want to start reading the book, we give you this specific *Ego vs. EQ: How Top Leaders Beat 8 Ego Traps With Emotional Intelligence* book as basic and daily reading guide. Why, because this book is greater than just a book.

Todd Voss:

The book *Ego vs. EQ: How Top Leaders Beat 8 Ego Traps With Emotional Intelligence* contain a lot of information on the idea. The writer explains her idea with easy technique. The language is very easy to understand all the people, so do not worry, you can easy to read this. The book was compiled by famous author. The author will take you in the new time of literary works. It is possible to read this book because you can read on your smart phone, or product, so you can read the book in anywhere and anytime. If you want to buy the e-book, you can open their official web-site and order it. Have a nice read.

Daniel Watkins:

This Ego vs. EQ: How Top Leaders Beat 8 Ego Traps With Emotional Intelligence is completely new way for you who has intense curiosity to look for some information as it relief your hunger associated with. Getting deeper you onto it getting knowledge more you know otherwise you who still having little bit of digest in reading this Ego vs. EQ: How Top Leaders Beat 8 Ego Traps With Emotional Intelligence can be the light food for you because the information inside that book is easy to get simply by anyone. These books produce itself in the form that is certainly reachable by anyone, yeah I mean in the e-book form. People who think that in book form make them feel drowsy even dizzy this publication is the answer. So there isn't any in reading a reserve especially this one. You can find actually looking for. It should be here for anyone. So , don't miss the item! Just read this e-book variety for your better life and knowledge.

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