**SCENARIO: EMOTIONAL INTELLIGENCE & OTHER SKILLS**

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**Ways To Help Robert Apply Power- Positioning Techniques**

According to Robert scenario, it is necessary to take into account Robert's strengths and drawbacks in order to help him implement power-positioning strategies. For instance, Robert being able to establish trusting bonds with his coworkers and having strong interpersonal abilities should be one of the focuses that should help him have the power-positioning techniques (Valente et al. 2020). Robert should make more use of this strength in order to improve his power positioning. Further, Robert's capacity to keep a safe workplace shows his skill and reliability as a manager. This accomplishment can be used to strengthen his position of authority.

Robert's timidity can prevent him from establishing his authority and establishing himself in the workplace. This can bring an effect on how he holds power. Robert has to work on improving his self-worth and finding ways to deal with his shyness (Valente et al. 2020). In order to effectively communicate his achievements and aspirations to his colleagues and leaders, Robert has to improve his interpersonal abilities. Along with power-positioning strategies, this shortcoming needs to be tackled. In addition, Robert's employer must offer him the resources and assistance he needs to improve his perception of himself. If professional assistance is required, Robert should be motivated to continue seeking it while also being given chances to demonstrate his skills and abilities.

**Ideas To Help Apply Emotional Intelligence Skills to Robert’s Behavior at Work**

Base on the Robert’s scenario, it is necessary to take into account Robert's strengths and shortcomings in order to assist him in using emotional intelligence techniques to his attitude and conduct at work (Valente et al. 2020). Robert should first concentrate on managing interpersonal relationships, which includes identifying important organizational stakeholders, like subordinates and executives, and continuously interacting with them. Robert should place a lot of emphasis on starting dialogues, getting input, and getting along with other members of the organization team. The correct connections can help Robert raise his exposure and his prospects of moving up the corporate ladder.

Robert has to concentrate on honing his communication abilities due to his timidity. He has the ability to communicate his views and worries clearly, demonstrate listening skills, and show compassion. Seminars or training on interpersonal and interpersonal abilities can help with this. Robert will eventually get over his reserved personality and become a confident competent manager by honing his interpersonal skills (Sharp et al. 2020). Self-awareness is a further area Robert needs to improve on. Thinking about his advantages and disadvantages will help him pinpoint his areas for improvement. Self-awareness getting input from colleagues or superiors, and using self-assessment tools can all help with this. Robert should continually search for possibilities for him to advance and improve by being conscious of his areas for improvement, thereby improving both his overall performance and opportunities for employment.

**Strategies to Develop and Improve Robert’s personality characteristics**

Focusing on boosting Robert's emotional intelligence can be one way to develop and enhance his personality traits. Proper interaction, awareness of oneself, self-regulation, and other techniques can help Robert achieve this. Robert needs to have effective emotion control, particularly under pressure (Sharp et al. 2020). Techniques like taking a deep breath before answering any question to his colleagues, self-awareness and altering of unfavorable ideas can help with this. He may handle hard situations with more poise and professionalism if he maintains his composure.

Robert should make an attempt to comprehend other people's viewpoints and emotions. He will be able to trust his coworkers and employees more as a result of doing this. In addition, compassion contributes to a productive workplace. It is of the utmost importance for Robert to keep working on honing his verbal and nonverbal communication abilities. This will enable him to convey his views and opinions with more confidence if he uses clear and passionate language. He will also be more likely to listen to others and recognize their needs. The result will be improved through cooperation and teamwork.

**Mentoring and Continual Learning Strategies to Help Robert Professional development**

Through Robert’s skills and weaknesses, his professional development can be considerably aided by mentoring and using learning tactics. It would be advantageous to link Robert with a seasoned mentor who can offer advice and support (Papoutsi et al. 2021). Robert will receive assistance from the mentor in navigating the system of authority as well as in understanding and effectively utilizing his influence. By providing guidance and sharing personal experiences, the mentor can also assist Robert in boosting his self-esteem and improving his demeanor at work. Robert and his mentor will keep in touch and meet frequently to ensure continuing support and direction.

Lastly, Robert needs to work on his emotional intelligence. It is important to give Robert clear advice in this area so that he can improve on his emotional intelligence. Training in emotional intelligence will aid Robert in developing his capacity to comprehend and control his own reactions, as well as to successfully negotiate social situations and comprehend the feelings of others (Papoutsi et al. 2021). His mood at work will improve as a result of this training, which will help him develop greater connections with his coworkers and staff. This will eventually aid his professional and career development.

**References**

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