



THE 7 EQ METRICS OF LEADERSHIP

Trust Velocity

WHAT IS IT?	WHY IT MATTERS?	HOW TO SPOT IT?
How quickly people open up and share honestly with you.	Trust is the foundation of alignment. Without it, you only get surface-level agreement.	Notice how fast new team members bring up concerns, or how quickly stakeholders confide risks.

Listening Ratio

WHAT IS IT?	WHY IT MATTERS?	HOW TO SPOT IT?
The balance of time you spend listening vs. talking in key conversations.	People feel heard not when you speak clearly, but when you listen deeply.	After 1:1s or meetings, ask yourself - did I listen more than I spoke?

Emotional Climate Stability

WHAT IS IT?	WHY IT MATTERS?	HOW TO SPOT IT?
The steadiness of team mood under pressure.	High EQ leaders lower volatility. They keep stress from spiraling.	In tense projects, does the energy remain focused and calm - or swing wildly from anxiety to frustration?

Conflict Diffusion Rate

WHAT IS IT?	WHY IT MATTERS?	HOW TO SPOT IT?
How quickly conflicts de-escalate when you step in.	EQ leaders do not avoid conflict - they resolve it.	Think back - did your presence shorten disagreements, or make them longer?

Feedback Reciprocity

WHAT IS IT?	WHY IT MATTERS?	HOW TO SPOT IT?
The ratio of feedback you receive compared to what you give.	If feedback only flows one way, people do not feel safe.	How often do team members proactively give you upward feedback without being asked?

Decision Calmness

WHAT IS IT?	WHY IT MATTERS?	HOW TO SPOT IT?
The degree to which your big calls are thoughtful rather than reactive.	Under pressure, your emotional state sets the tone for the team.	After high-stakes decisions, reflect - did I pause, consider, and align with values, or did I rush to react?

Visibility Without Ego

WHAT IS IT?	WHY IT MATTERS?	HOW TO SPOT IT?
The balance between being recognized for your impact and spotlighting others.	True leadership is visible without overshadowing the team.	In cross-team settings, do others acknowledge your leadership naturally - or do you have to push it yourself?

HOW TO USE THESE METRICS?

KEEP A LEADERSHIP EQ LOG	LOOK FOR TRENDS, NOT SNAPSHOTS	ASK THE ROOM, NOT JUST YOURSELF	CHECK BOTH RESULTS AND RELATIONSHIPS
After important meetings or tough decisions, jot down quick reflections: • Did I listen more than I spoke? • Did conflict shorten or lengthen when I stepped in? • Did silence feel like agreement, resistance, or withdrawal?	One tense meeting does not define you. But if you consistently notice silence that hides resistance, or feedback that never flows upward, it is a signal to adjust.	Self-reflection is powerful, but not enough. Invite others in. Ask your team: • “Do you feel heard?” or • “Do you feel safe to raise concerns?” The answers will tell you more than any personal journal.	Measure success by delivery and by experience. If the work ships but people burn out, you have solved a short-term problem by creating a long-term one.

