



I.D.E.A.'S @ DWIHN

Inclusion, Diversity, Equity, Access

diversity@DWIHN.org

Diversity

Equity

Inclusion

What is Emotional Intelligence and How Does it Apply to the Workplace?



Emotional Intelligence (EI) is the ability to manage both your own emotions and understand the emotions of people around you. There are five key elements to EI: self-awareness, self-regulation, motivation, empathy, and social skills. People with high EI can identify how they are feeling, what those feelings mean, and how those emotions impact their behavior and in turn, other people. It's a little harder to "manage" the emotions of other people - you can't control how someone else feels or behaves. But if you can identify the emotions behind their behavior, you'll have a better understanding of where they are coming from and how to best interact with them.

High EI overlaps with strong interpersonal skills, especially in the areas of conflict management and communication - crucial skills in the workplace. Employees who can self-regulate their emotions are often able to avoid making impulsive decisions - they think objectively before they act. Operating with empathy and understanding is a critical part of teamwork; being able to attribute someone's behavior to an underlying emotion will help you manage relationships and make others feel heard. On a personal level, being aware of your feelings is the first step in not letting them control you. Recognizing how you feel and why, will help you move forward in a productive way.

Effective leaders are often very emotionally intelligent. In the workplace, it's important for leaders to be self-aware and look at things objectively. This translates into understanding your strengths and weaknesses and acting with humility. This has to be balanced with empathy - employees who feel appreciated and valued at work aren't only happier, but more productive.

For full article please go to: [*https://mhanational.org/what-emotional-intelligence-and-how-does-it-apply-workplace](https://mhanational.org/what-emotional-intelligence-and-how-does-it-apply-workplace)

diversity@dwihn.org

Meet the Diversity, Equity & Inclusion Committee



Marika Orme, MS, LLP
(She, her, hers)
Special Projects Specialist
Children's Initiatives

My name is Marika Orme. Pronounced "Ma-reek-ah", my name is Ukrainian for "Mary". I am a licensed Master's Level Psychologist with a degree in Clinical Psychology from Madonna University as well as a second Master's of Science in Administration with a focus on Human Resources. When I am not busy chasing around my two boys, ages 3 and 6, I love to play video games, read, binge-watch TV shows, and spend time with friends/family. I also enjoy checking out the Detroit food scene and indulging in what our wonderful city has to offer.

Before working at DWIHN as the Special Project Specialist, I was employed for a little over 10 years as a clinician and then supervisor of a Children's Outpatient Program with one of our network providers. Within my current role, I oversee several different projects, committees, and trainings under the MDHHS System of Care Block Grant. All of my work is in support of children, youth, and families in Wayne County as well as the wonderful network of Children's Service Providers who serve them.

When asked what DEI means to me, I believe acknowledging diversity, equity, and inclusion allows us to create a space where everyone's voice and needs can be heard, understood, and respected. By placing an emphasis on diversity, equity, and inclusion, we ensure DWIHN is a welcoming and inclusive employer and a leader in the community that we serve.

Provider Spotlight

<https://www.arc-detroit.org/>



For people with Intellectual and Developmental Disabilities since 1951

The Arc Detroit is dedicated and committed to providing advocacy and other services to people with intellectual and other developmental disabilities and their families wherever they chose to work, live and play.



**If you would like to receive services, call the DWIHN 24/7 Access Helpline:
1-800-241-4949**