

### ***Emotional intelligence coaching for TU Dublin City Campus lecturers***

My name is Eoghan and I am a qualified emotional intelligence coach with experience within the educational sector in helping individuals to improve their emotional intelligence. I am also a PhD student at TU Dublin. My research pertains to emotional intelligence coaching for university lecturers. Therefore, I wish to invite you to take part in a free emotional intelligence coaching programme. The coaching is available to all lecturers based on any of the TU Dublin City Campuses. Before you decide to participate you need to understand why the research is being done and what it involves. Please take time to read the following information carefully. Please contact me with questions at [Eoghan.P.Guiry@mytudublin.ie](mailto:Eoghan.P.Guiry@mytudublin.ie) if anything you read is not clear or if you would like more information.

#### **WHAT IS EMOTIONAL INTELLIGENCE?**

Emotional intelligence is the ability to understand, identify, use and manage your own emotions, and those of the people around you. Emotional intelligence is critical in situations in which emotions come into play and therefore is crucial in our work life, our family life, our social life and everywhere in between. It is incredibly important in jobs that require a high level of emotional labour such as in the work of university lecturers. Research has demonstrated, that emotional intelligence skills can be improved through coaching and that higher levels of emotional intelligence are associated with a wide array of beneficial outcomes including in job performance, leadership and even in health.

#### **WHAT WILL TAKING PART INVOLVE?**

Once you consent to taking part in the research you will be sent a demographic form (roughly 3 minutes) as well as four pre-tests; a measure of emotional intelligence (roughly 25 minutes), a perceived stress measure (roughly 2 minutes) a work stress measure (roughly 2 minutes) and a work self-efficacy measure (roughly 4 minutes). In total these should take you about 40 minutes to fill out, and you can do so at your convenience. Once you have completed these you will be then randomised into an intervention or wait-list group. Once the intervention period is concluded (6-8 weeks) everyone will be requested to once again repeat the same tests at the post-test stage, while those allocated to the intervention group will also be requested to complete a qualitative questionnaire (roughly 20 minutes) based on your experiences of the coaching and some may be asked to participate in a short interview.

### **WHAT HAPPENS IF I AM ALLOCATED TO THE INTERVENTION GROUP?**

An emotional intelligence coaching intervention will be provided to the intervention group virtually through Microsoft Teams. The intervention will consist of 6 coaching sessions (4 group sessions and 2 one-on-one sessions) with each session lasting approximately 1 hour. These sessions will be spread out over a period of approximately 6-8 weeks (including a break week for Easter) with approximately one per week. This is scheduled to start the first week in March but once you sign-up I will make specific contact regarding this. The four group sessions will focus on; *understanding emotions and their role in the work of lecturers, identifying emotion in ourselves and in others, using emotion, and managing emotions including stress*. There will be a maximum of 10 participants in each session. Each session will be repeated at different times across the week to facilitate flexibility and attendance for participants including sessions in the morning, afternoon and evening.

The first individual session will focus on the provision of feedback on participants' emotional intelligence scores based on the measure of EI taken at the pre-test stage. This session will

also allow for the exploration of personal goals in relation to the emotional intelligence coaching programme. The second individual coaching session will be towards the end of the intervention and will act as a reflection and further discussion on what the participant can continue to change and develop to enhance their emotional intelligence. These sessions will be conducted in line with the participant's individual availability during that given week.

### **WHAT HAPPENS IF I AM ALLOCATED TO THE WAIT-LIST?**

If you are allocated to the wait-list, you will not receive the intervention between the completion of the pre and post-tests. Instead, you will be given the opportunity to avail of the coaching once you complete the post-tests. If you choose to avail of the opportunity you will receive exactly the same coaching as specified above for the intervention group and again this will be free of charge.

### **WHAT DOES THAT MEAN IN PRACTICAL TERMS?**

It means that you will be required to attend six hours of coaching (if you're in the intervention group) while the forms should take you roughly 90 minutes including pre and post-tests. In order to feel the full benefit of the coaching you will also be given some practical exercises that you can engage with throughout the coaching programme.

### **WHAT ARE THE POSSIBLE RISKS AND BENEFITS OF TAKING PART?**

The main possible benefit is that participants enhance their emotional intelligence. In turn, it is hoped that this may help participants better manage and cope with their emotions and stresses as well as the emotions of others. This could lead to positive benefits in multiple aspects of their lives including in their work environment. A pilot study has already been completed and those who attended stated that the programme has the potential to help

participants to better manage difficult emotional situations and become more aware of the emotional reactions of students, thereby benefiting their teaching practice.

The main possible risk is the psychological risk associated with the nature of the coaching process and the introspection this entails. There is also the possibility that the sessions may not improve participants emotional intelligence and therefore no benefits are experienced in relation to teaching practice. Participants will be given details of the University's Employee Assistance Programme which is a confidential service that provides free 24 -hour counselling and information for staff, should it be required.

### **WILL TAKING PART BE CONFIDENTIAL?**

Confidentiality is vital when conducting research and is also an important aspect of the coaching process. Due to the nature of the group coaching, other participants at these sessions will know that you are participating. However, everything that is discussed at the sessions must be treated as confidential and individuals will not be pushed to share more than they are willing to share. Sessions will not be recorded. The individual sessions allow for more personal feedback including feedback on your emotional intelligence score. Your personal scores will not be shared in a group setting and will only be seen by the researcher and in anonymised format by the supervisors of this study. In line with standard ethical practise, it may be necessary to break confidentiality in situations where the researcher has a strong belief that there is a serious risk of harm or danger to either the participant or another individual (e.g. physical, emotional or sexual abuse) or if a serious crime has been committed. Ethical approval was sought and granted for this study and as an emotional intelligence coach, the ethical principles of coaching will apply. Of course, your participation is completely voluntary. This means you have the right to refuse participation, refuse any question and withdraw at any time without any consequence whatsoever.

## **WHAT WILL HAPPEN TO THE INFORMATION YOU PROVIDE?**

All forms you complete will be completed through Microsoft Forms. During the research process it will not be possible to anonymise your data as you will be receiving feedback on some of your data in the individual coaching sessions. However, once the intervention is complete, data that can be anonymised will be. That means up until this point you have the option to remove your data from the research if you so wish, but it will not be possible to do so once it is anonymised. However, some non-anonymised data in the form of signed virtual consent forms will remain under the control of the researcher, while your responses will be linked to limited contextual information relating to you (e.g. subject area, gender and age). This information will be used only for anonymous analysis of the results. To ensure FAIR (findable, accessible, interoperable and reusable) data, it is planned that the raw anonymised data will be published publicly and be made available through Arrow at Technological University Dublin, once it has been analysed for this research.

## **WHAT WILL HAPPEN TO THE RESULTS OF THE STUDY?**

The study will be submitted as part of my PhD thesis. The results are also planned to be published in one or more high-impact, peer-reviewed journals while some results may also be presented at one or more international conferences.

## **IF YOU'RE STILL READING, I TAKE IT YOU'RE INTERESTED!**

Please fill out the study sign-up form at the link below and I will be in touch.

[https://forms.office.com/Pages/ResponsePage.aspx?id=yxdjdkjpX06M7Nq8ji\\_V2hxfgvdxSMRGqQ4DSSLhzq1URDBGMzFMUzNBUpBOUZSMDZOT0dQQVhMTy4u](https://forms.office.com/Pages/ResponsePage.aspx?id=yxdjdkjpX06M7Nq8ji_V2hxfgvdxSMRGqQ4DSSLhzq1URDBGMzFMUzNBUpBOUZSMDZOT0dQQVhMTy4u)

THANK YOU!

Eoghan Guiry – [Eoghan.P.Guiry@mytudublin.ie](mailto:Eoghan.P.Guiry@mytudublin.ie)

Supervisory team – Dr Aiden Carthy, Dr Colm McGuinness, Dr Barry Ryan, Aoife

Prendergast.