



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:

Eugene Glover:

Book is to be different for each and every grade. Book for children until adult are different content. We all know that that book is very important for us. The book *Ego vs. EQ: How Top Leaders Beat 8 Ego Traps With Emotional Intelligence* had been making you to know about other information and of course you can take more information. It is rather advantages for you. The publication *Ego vs. EQ: How Top Leaders Beat 8 Ego Traps With Emotional Intelligence* is not only giving you a lot more new information but also to be your friend when you sense bored. You can spend your current spend time to read your e-book. Try to make relationship with the book *Ego vs. EQ: How Top Leaders Beat 8 Ego Traps With Emotional Intelligence*. You never sense lose out for everything if you read some books.

Wanda Stamper:

The guide with title *Ego vs. EQ: How Top Leaders Beat 8 Ego Traps With Emotional Intelligence* possesses a lot of information that you can study it. You can get a lot of advantage after read this book. This kind of book exist new information the information that exist in this reserve represented the condition of the world right now. That is important to you to learn how the improvement of the world. This book will bring you within new era of the internationalization. You can read the e-book with your smart phone, so you can read this anywhere you want.

Sharon Keller:

The actual book *Ego vs. EQ: How Top Leaders Beat 8 Ego Traps With Emotional Intelligence* has a lot of knowledge on it. So when you read this book you can get a lot of help. The book was published by the very famous author. Tom makes some research before write this book. This kind of book very easy to read you can find the point easily after reading this book.

Delois Dionisio:

Many people spending their time period by playing outside having friends, fun activity together with family or just watching TV the entire day. You can have new activity to invest your whole day by reading a book. Ugh, do you think reading a book can actually hard because you have to bring the book everywhere? It fine you can have the e-book, bringing everywhere you want in your Cell phone. Like Ego vs. EQ: How Top Leaders Beat 8 Ego Traps With Emotional Intelligence which is having the e-book version. So , why not try out this book? Let's notice.

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