



From BlueEQ™: Emotional Intelligence and Google's Aristotle Project



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By using skills like self-awareness, self-regard, self-control, social perception, and social effectiveness, team members will be more capable and aware of their individual psychological zone they create and how to be more effective.

What makes a team effective? This is what Google's research team set out to answer in their project nicknamed the [Aristotle Project](#), inspired by Aristotle's quote, "the whole is greater than the sum of its parts."

It is widely accepted that teams can create real productivity, increased efficiency and a positive, energized culture. However, it can also be a hub of discord, friction, unclear goals and misused skill sets.

To conduct the study researchers first distinguished the difference between a work group and a team. A work group is a group of people working in a hierarchy that meet periodically and share information. A team, on the other hand, is a group of individuals highly interdependent, where they work together to problem solve, and make group decisions.



re:Work

Effectiveness was measured using 4 methods:

1. Executive evaluation of the team
2. Team leader evaluation of the team
3. Team member evaluation of the team
4. Sales performance against quarterly quota

With those variables in place Google researchers tested 180 teams for two years and collected data on multiple factors like group dynamics, tenure, level, location, skill sets, personality traits, emotional intelligence. The results may surprise you.



The BlueEQ self-assessment is the foundation for half- and full-day workshops dedicated to helping your team understand their results and develop action plans to improve performance.

Contact Advantage for a free code for access to the full assessment and a complimentary consultation.

By far, psychological safety was the No. 1 factor that sets successful teams apart. Psychological safety is a shared belief that it's safe to discuss ideas, experiment, take risks, give feedback and learn from mistakes. Other dynamics that contribute to a team's effectiveness are dependability, structure & clarity, meaning, and impact. These factors contribute to the team's success but psychological safety is the all-encompassing piece that sets successful teams apart.

The Aristotle Project proved that increases in psychological safety increase effectiveness. The BlueEQ™ Core Logic illustrates that higher emotional intelligence leads to greater psychological safety, which then creates accelerated business impact.

By using skills like self-awareness, self-regard, self-control, social perception, and social effectiveness, team members will be more capable and aware of their individual psychological zone they create and how to be more effective.

In conclusion, Google's Aristotle Project has identified that team members with higher psychological safety are less likely to leave, are more innovative, bring in more revenue, and are rated as effective twice as often by executives.

About BlueEQ

BlueEQ is an Advantage thought leader partner and the company behind the BlueEQ™ emotional intelligence self assessment and workshop. Companies and organizations worldwide are tuning in to emotional intelligence and making EQ a key component of their business strategies. For more information about BlueEQ visit:

www.advantageperformance.com/solution/blue-eq/

About Advantage Performance Group

Advantage Performance Group is a professional services firm providing creative learning and consulting solutions that equip individuals, teams and organizations to be the best at what they do. We help leaders lead, sellers sell and businesses flourish.

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