BlueEQ^{TM} Emotional Intelligence and Google's Aristotle Project

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.

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.

1 **Psychological Safety**
Team members feel safe to take risks and be vulnerable in front of each other.

2 **Dependability**
Team members get things done on time and meet Google's high bar for excellence.

3 **Structure & Clarity**
Team members have clear roles, plans, and goals.

4 **Meaning**
Work is personally important to team members.

5 **Impact**
Team members think their work matters and creates change.

re:Work

By far, Psychological Safety was the #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 is 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 increases 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.

EMOTIONAL INTELLIGENCE 〉 PSYCHOLOGICAL SAFETY 〉 CAREER & BUSINESS IMPACT

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

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To measure an organization's psychological safety Dr. Timothy R Clark and the BlueEQ™ research team has created a comprehensive tool. The PsychSaftey16™ is an assessment that is based off of the four quadrants of psychological safety and measures emotional intelligence skills and dimensions that contribute specifically to a team's psychological safety.