

EQ for Fathering Leadership

**EQ (Emotional Intelligence) is the Primary Key
for Great People Skills and Problem Solving**

by [Robert Hartzell](#)



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How to Reach the World

Fathering/mothering leadership is the greatest need in the world today. Large numbers of people never realize their gifting nor develop it to reach their destiny because of a lack of father leaders.

In today's world we truly have a fatherless generation before us. The love of a father is what will warm their hearts back to life and empower them to develop into all they were created to become.

So why is there such a deficit of fathering and mothering leaders?

I believe it is because of a lack of emotional health and emotional intelligence.

Fathering leadership is healthy when EQ (emotional intelligence) is at the foundation of it.

This ebook will cover what EQ is and how to develop it.

What is Fathering Leadership?

What does fathering leadership look like?

Facing the Giants

In the movie *Facing the Giants*, David, an inexperienced backup field goal kicker on a football team, becomes the starting kicker after the loss of the first-string player. His initial field goal attempts were horrible failures.

However, his dad believed in him. He continued speaking encouragement to his son, never finding fault. David's dad had emotional intelligence.

The movie climaxed in a scene of the final seconds of the championship game. Winning the game rested on a field goal attempt with three seconds left on the clock. David's dad maneuvers his wheelchair to the end zone and uses the fence to pull himself up to his feet. He lifts his arms in the sign of a completed field goal showing his belief in his son. David makes the kick and his team wins the championship!

David's dad was never embarrassed by his son's failures. He never used pressure or fear as a means of motivation. Instead he was differentiated, loving, encouraging, and available.

My Experience of a Non-Fathering Leader

A good illustration of the need for fathering leaders came from one of my devotional times recently.

([Discovery Devotions](#) is a method I've developed to integrate EQ into our spiritual devotional times. Along with reading scripture, prayer, meditation, and journaling, I seek to read what's happening in my heart. As I sense what's there, I am able to work it out with God.)

As I held my heart open to God in my devotional time that day, I realized something in there was not peaceful. Since I was open to feeling and examining this lack of peace, I realized it had to do with a recent blog post I had written.

A particular person, whose opinion I value, made a comment that could be taken in a negative light.

When I considered this and sought to read the gauges of my heart (a skill learned in [Discovery Devotions](#)), I felt some embarrassment and even some fear.

Bombing at Public Speaking

These feelings reminded me of a time many years ago where a leader had asked me to speak to a group of people. It was one of my first attempts at public speaking and I totally bombed.

But bombing was not what bothered me as I considered this event. What bothered me was the response of the leader who had asked me to speak. He was actually upset with me. I think I embarrassed him to this crowd of people and he took it personally as a reflection on him when I bombed. It bothered me that he didn't mentor me, or help me learn something through this event. He simply expressed irritation.

This leader had a position and influence. He had the position to mentor me into being a good public speaker, and he had influence with me. I looked up to him. He also had influence over a group of people he could have easily promoted me to.

Influence But No Mentoring

Yet he never gave me steps to follow to develop my speaking. He didn't work with me patiently to develop my skills. In fact, he didn't work with me at all. He threw me into a speaking event with no training and became upset when I didn't do well.

I forgave this man (in this devotional time I was having) and my heart became peaceful.

This leader was a good speaker himself, however, **he lacked the skills of emotionally healthy fathering to mentor others to move into their destiny.**

- What if he would have better sensed where I was at in my development and learning curve of public speaking? He could have given me smaller speaking opportunities with some constructive feedback after each event.

- What if he had been secure enough not to be embarrassed when he lets someone into his sphere of influence and they fail?
- What if he would have given me steps appropriate to where I was at, patiently working with me to develop and mature?

A recent study of people's biggest frustration in the Christian life revealed that their primary concern was a lack of mentoring leaders.

- Why could David's dad in *Facing the Giants* be encouraging even when his son failed?
- Why did the leader in my life lack the ability to impart to me what he himself knew how to do?

The difference is in EQ.

What is EQ?

EQ is the ability to read your emotions, respond to them rather than react to them, and then use them to understand what is happening in your heart.

Reading your own emotions as they happen enables you to read the emotions of others as they occur. This, in turn, empowers you to grow in your ability to respond to life from your heart and from objectivity, rather than from reaction and impulse.

EQ empowers you to:

- Resolve issues that arise in your heart from the circumstances of life.
- Grow in your people skills to become a fathering leader.

One main reason more people do not move into EQ is that they have an unidentified mindset against EQ. So let's talk about that some.

EQ Exercise

Pause every so often during your day and ask yourself, "What am I feeling right now?"

Don't worry about how well you can or cannot identify your feelings. The more you practice, the better you get at this. And every time you do this, neural connections are forming in your pre-frontal cortex increasing your ability.

Keep a notepad close at hand or use the voice recorder on your phone and simply record whatever you sense. See our [Emotions List](#) for reference.

The Problem – Symantec Confusion

Authority Over Emotions Mindset?

As I talk about our emotions being neither good nor bad and that [emotions are made to work for you](#), some people protest. Their view is that emotions try to rule over us and we mustn't allow that. They say:

"We need to have authority over our emotions."

This type of authority teaching has been emphasized a lot - maybe even too much, in my view. Let me explain.

There is a difference between being *led* by your emotions and simply *listening* to them. I'm not suggesting we simply allow our emotions to control our lives, but we do need to listen to what they are telling us.

Consider Joe's example.

Joe's Authority Attempt

Picture the emotion of anger as Joe's tour guide for the day.

Anger's voice is already directing Joe as he starts to leave for work. He prompts Joe to yell at his son to work harder at school and to fling on his wife "the look" because there was no ham for his lunch, only peanut butter and jelly.

Joe feels guilty as he drives to work, so he renounces his emotion of anger and tries to resist it.

Joe's willpower seems to work for a few minutes. But then some guy pulls right out in front of him in traffic and doesn't even have the decency to speed up. As Joe hits the brakes in his car, Anger resurfaces as he complains at the "idiot" in the car ahead of him.

Then Anger directs him into his office where he shares harsh words with his secretary and inwardly despises and criticizes his boss.

Joe's entire day amounted to one stressful moment of anger after another.

Did Joe allow his emotions to rule him? Yep. Many would quickly advise him to just "stop it." But here's an alternative - what if Joe listened to his anger to understand why it was there so he could then take steps to resolve it?

Let's consider a healthy approach to dealing with our emotions. One that enables us to listen without being led by them.

How Reading Your Emotions Empowers You

Cooperating with God

Reading your emotions is how you cooperate with God in His sanctifying work in you.

Reading your emotions tells you what needs attention in your heart.

Reading your emotions is like reading the gauges in your car. If your car keeps overheating and you know the radiator in your car is low on water, you simply take the step of adding water and your car no longer overheats.

Emotions, then, are the key to cooperating with God as He works in you to mature you more deeply in His love.

For instance, you might feel angry because it feels like someone has violated your boundaries. Now, if you can be open to look at that rather than immediately “taking authority” over it, you can realize some steps you may need to take. Maybe you realize you need to figure out an appropriate boundary when you interact with that person, and then be prepared to use it.

Maybe you feel fear when it comes to your financial future. As you listen to your heart to understand why the fear is there, you may remember many financial crises your family faced growing up. Perhaps these made you feel unprotected and abandoned.

Discovering this, you are now able to connect more deeply with God always being there and providing for you. Now the fear just subsides without you having to take authority over it twenty times a day.

This ability to read your emotions empowers you to implement new life skills and realize growth!

EQ is the skill that will enable believers to truly mature successfully.

For “life-giving” life skill sets to be given to the world around you through fathering leadership, they must be dependent on good EQ skill sets.

Movies “Get It”

Even non-Christian movies get this. In *Rocky III*, Rocky is despondent, just going through the motions during his training routines.

He finally admits he’s afraid to fight Clubber Lang (Mr. T). And as he becomes aware of what’s happening in his heart, acknowledging this fear, he gets forward movement and makes progress.

Why did this movie resonate with so many people? There’s truth here.

Your emotions are the gauges of your heart. They tell you how well your heart is cooperating with the Holy Spirit and internalizing God’s truth.

So as you face a challenge with responding with the fruit of the Spirit in a given situation, you can work through it.

Not only does good emotional awareness empower you to grow in maturity with God, it also empowers good relationship skills.

Mastering Relationships

Being in touch with your own emotions as you interact with life and people, allows you to be in touch with the emotions of others. And this is what makes for excellent people skills, or EQ.

Emotional awareness is the key to healthy leadership as well as issue resolution.

Consider walking in the fruits of Spirit – emotions are key. It is impossible to exhibit these if your are triggered by negative emotions. Yet, when you listen to your emotions

and resolve the triggers (emotional unrest), you naturally express love, kindness, patience, etc., toward others.

True Emotional Maturity

And it's not as important whether you perfectly displayed the fruit of the Spirit in a given event or not.

It is *more* important whether you could read the emotional gauges of your heart in the situation. Because if you can learn to read your heart, then growth can occur. If growth occurs, you will walk in the fruits of the Spirit more.

These gauges – your emotions – will tell you what's happening in your heart and give you the insight to take appropriate steps.

Emotional Intelligence is a Skill

Emotional Intelligence is a skill just like solving algebraic equations is a skill. How is this skill learned and developed into a high level?

There two things to consider in EQ development.

- EQ skills may need repairing and/or to be learned from a deficit in the family you grew up in.
- There will be continued skill growth once you have the basic skills of EQ and face the challenges of life.

Skill Repair

This is a big subject. The majority of the resources we offer at [Robert Hartzell Ministries](#) address this need. Objectivity and sensitivity are the two foundations of EQ.

1-Objectivity

Objectivity is the ability to look at issues and emotions with open-mindedness. It is when you have the ability to consider an event without becoming reactionary about it.

If a problem cannot be examined it cannot be solved.

Our hearts have to be secure in God's love in order to have objectivity - to examine life's emotionally triggering events and see what's going on in our hearts.

If you grew up feeling you had to "walk on eggshells" fearing lest at any moment some judgment may fall, security does not come easily.

If your parents often gave you "the look" that said, "You don't measure up," it will make security difficult until these hurtful events are resolved. You will have to learn at a

heart level – not just head level - that Father God is not like this, and that He really loves you, and that He is safe.

We cover security and how to find rest in the Father's Love in our audio teaching series "[Living in the Father's Love.](#)"

Security is the most important first step. From this foundation you can build the skills of issue resolution. Respectful dialogue with others and with your own heart are the next two primary skills.

We cover all the skills we should learn in our family growing up in these resources:

- Our audio series, *Shame and Sonship*.
- Our free ebooks on our website's [Member's Section](#) - *Family Model* and *How to Find Your Healthy and Productive Life Narrative*.
- Our book *The Sonship Empowered Life*.

2-Sensitivity

Sensitivity is the ability to read your emotions and take the steps to work through them.

We have these resources for you to learn this skill:

- Our audio series [Discovery Prayer Ministry](#).
- Our free ebooks on our website's [Member's Section](#) - *Narrative Worksheet Concepts* and *Narrative Life History Worksheet*.

Skill Growth

Let's say you have the basic skills of objectivity and sensitivity, you walk in the basic security of knowing your loved, and you have the ability to dialogue without going to fight or flight. How do you then grow in emotional intelligence and fathering leadership?

Growth occurs as you successfully face the challenges of life and overcome them.

You further grow as you give away to others what you have learned and continue growing in the ability to mentor others.

My Example

I had much healing to go through in security because I grew up in a family of abuse. I There were many things I learned as I worked to resolve my pain in various childhood and adult events.

However, I have learned just as much from teaching workshops on The Father's Love and Emotional Intelligence around the world. And through many hours of coaching others one-on-one in these skills, I learned even more.

Sons, Managers of Relationships, and Fathers

My mentors in the Father's Love, Jack and Trisha Frost of Shiloh Place Ministries, have a wonderful teaching on the Process of Maturity. Jack had a great saying that drove the point home:

"You can't be a father until you've been a son."- Jack Frost

Sonship is first. You have to learn to interact in a healthy way with authority. You have to work through any issues of independence you may have. This often requires working through some issues yet unresolved with the father who raised you.

From healthy sonship you move into being a "Manager of Life's Relationships." This is where EQ is working for you. Your people skills allow you to be productive in life and you advance well in your career, your family, your community.

Lastly, you move into fathering. You have learned many lessons, you walk in an emotional maturity, and you give it away to others in life-giving ways.

These are normal growth steps we all must pass through – from a son, to a father (or a daughter to a mother). Even Jesus learned obedience through the things He suffered. (Hebrews 5:8)

Jesus was a son to His Father. He only did what He saw His Father do. (John 5:19)

He was entrusted with authority from His Father and used it well as He faced many of life's challenges with the Pharisees, over zealous disciples, crowds pressing in, and - ultimately - the cross.

The ability to read the gauges of your heart and walk in EQ empowers you for incredible life learning and overcoming, as well as preparing you to be a fathering leader.

Conclusion – How to Father

Fathering Mr. Miyagi Style

In the original movie *The Karate Kid*, we see a wonderful example of what fathering leadership looks like.

Mr. Miyagi, an aged skilled martial arts master, agrees to teach Daniel his skill set of karate. Daniel was being raised by just his mother and so obviously had experienced fatherlessness in his life.

Everyone remembers the scene where Mr. Miyagi has Daniel wax the cars and paint the fence.

Daniel wants to be trained so badly, he goes along with the hard work that seems to have nothing to do with learning karate. Finally, Daniel's issues of fatherlessness and abandonment trigger him sufficiently and he blows up at Mr. Miyagi.

Mr. Miyagi has him make the motion with his arms of waxing the car and the motion of painting the fence. Then he throws some punches at Daniel. To Daniel's amazement he is able to block everything Mr. Miyagi throws at him with these hand motions. (Most of the audience is in tears at this point.)

Daniel realizes that Mr. Miyagi really *did* have his best interest in mind and had not sought to use him and then abandon him. This helps to resolve some of his father issues, resulting in forward movement.

Mr. Miyagi continues training Daniel patiently despite Daniel's repeated questioning of everything and his frequent expressing of his fears. Mr. Miyagi is never critical or demeaning. He knows when to push Daniel in training and when to give comfort and fatherly counsel if needed. This is a great picture of true fathering leadership.

Your Call to Father/Mother

You may not know karate. However, if you are regularly experiencing growth in your life, you have *something* to give others.

It may be about finances, job interviews, the arts, engine repair, or cooking. But whether it's preaching or fishing, I challenge you to consider how your skills can father others.

Contact Us

We would love to hear from you! Write and give us some feedback or let us know of some topics you would like us to cover.

At Robert Hartzell Ministries we answer all emails. If you have any questions about this material or your journey feel free to [contact us](#).