

Speaking truth, feeling genuine, being authentic

These three goals make up my Emotional Intelligence In Care aspirations

Speaking truth

It is not always easy in our personal, family or work relationships to speak truth.

There is not always one absolute truth but a number of truths based on peoples different feelings and experiences. The health and social care sector is also not always a place that easily facilitates truth as evidenced by many public enquiries. Yet our professional codes and whistle blowing policies expect and encourage truth telling.

Speaking truth can bring with it a series of felt costs that can constrain people, teams or organisations. Yet being in health or social care has to have in its very foundations open routes to advocating for truth.

Being emotionally intelligent in care has an imperative for us all to sensitively but honestly speak up for the truth of peoples lived experience in all health and social care.

Feeling genuine

Most people have a sixth sense in their minds eye whether a person, place or experience feels genuine. Speaking the truth about what feels genuine or not in our own lives is not always easy.

Organisations are complex, governed by many factors and not always founded on being genuine yet most people have come into health and social care for very genuine heartfelt reasons about peoples feelings, rights, and their need for quality care, alongside a strong desire to help create positive health and well being outcomes.

People feel and know whether a place, a building, a team, an experience feels genuine or not.

We know in our gut when something doesn't feel right and yet we will all at some point have resisted speaking this truth for many varied reasons. Creating emotionally intelligent innovative care has to start from a culture that speaks the truth and feels genuine.

Being authentic

For many, but not everyone, the ultimate goal in life is to live a life being authentic. Those who have committed to this aspiration will know and have experienced only too well how hard striving for authenticity can be when surrounded by the opposite.

Living an authentic life at best creates originality, freedom, emotional well being and growth where all aspects of one's life feel aligned, joined up and give a sense of being whole and complete as a person. Leading an inauthentic life at best creates dissonance and separation of self, dividing the personal from our work selves or our relationships.

At worst not being authentic creates detachment as a professional and depression in our personal lives.

Health and social care services that get the meaning of life will feel, know and "get" that creating modern forward thinking care is about authenticity. It requires the main emphasis to be on thriving through the development of authenticity in people, learning and workplace cultures.

Speaking truth, feeling genuine and being authentic is about creating a modern culture in health and social care where emotional intelligence in care can be seen, felt, heard and ultimately be lived.

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