

Core Factors Releases Three Emotional Intelligence Booklets for EQ Coaching, HR Programs, and Leadership Development

Core Factors releases three emotional intelligence booklets on everyday effectiveness, health, and leadership. For workshops, coaching, or solo use.

TEMECULA, CA, UNITED STATES, August 6, 2026 /EINPresswire.com/ -- Core Factors has released

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There is no taking emotions out of a meeting or a hard conversation. They are already there, and they are already shaping the outcome.”

Kris Kiler, President of Core Factors

three emotional intelligence booklets for coaches, HR professionals, and L&D teams to use in workshops, team sessions, and the periods between them. They were written by Roger R. Pearman, Ed.D., a recognized authority on emotional intelligence, author of the People Skills Handbook and developer of the Core Factors EQ Accelerator. [Understanding Emotions](#): Making Emotions Work for You, [Emotions and Health](#): Turning Emotional Awareness into Healthier Choices, and [Emotions and Leadership](#): How Leaders Turn Emotional Information into Trust and Commitment cover emotional intelligence in

everyday effectiveness, in physical health, and in leadership. All three are 2026 editions published by Core Factors in its Portable People Skills® series. The titles were first published in 2015 by Leadership Performance Systems, Inc., and have been revised and redesigned for this release. Each sells for \$17.95 USD through Amazon.

Global employee engagement fell to 20 percent in 2025, the lowest level since 2020, and manager engagement dropped nine points over three years to 22 percent. Gallup attributes most of the overall decline to managers and puts the cost of low engagement at roughly \$10 trillion in lost productivity, about 9 percent of global GDP.

A second body of research points at what may sit underneath those figures. A study of 28,000 adults across 166 countries found global emotional intelligence scores fell 5.79 percent between 2019 and 2024, with significant declines in every competency measured. Its authors call the pattern an emotional recession and link it to burnout, retention, and how much resilience an organization has left when conditions turn.

Emotions cannot be taken out of work. They arrive in the meeting, the message, and the decision

whether anyone names them or not, and they shape what gets said, what gets withheld, and who stays. What can change is whether a person reads what an emotion is signaling and directs its energy, or is directed by it.

Each booklet treats emotional skill as something a person develops rather than something they are born with, and each is grounded in research on emotional intelligence and shaped by years of work with leaders and teams.

Understanding Emotions: Making Emotions Work for You is the foundation booklet. Every emotion carries a signal worth reading about what matters in the moment, and energy that moves a person toward action. The booklet builds the skill of reading that signal and directing that energy in the situations people already live in. Emotional skill grows in four areas:

- Put it to work right away, in the heated moment, the hard conversation, the meeting that did not go as planned
- Build a reliable practice you can return to, one steady habit at a time
- Understand what is actually happening when an emotion moves you, and why
- Strengthen how you connect with the people who matter, at work and at home

Emotions and Health: Turning Emotional Awareness into Healthier Choices treats every emotion as a physical event. Each one triggers a chain of chemical and hormonal responses in the body, and over time those responses shape a person's health for better or worse. The booklet builds the skill of directing that energy toward recovery rather than damage. Emotional skill grows in four areas:

- Put it to work right away, in the deadline week, the ongoing conflict, the stretch where everything feels like too much
- Build a reliable practice you can return to, one recovery habit at a time
- Understand what is actually happening in your body when an emotion fires, and why it matters
- Strengthen how you show up for the people who count on you, with energy left at the end of the day

Emotions and Leadership: How Leaders Turn Emotional Information into Trust and Commitment treats trust and commitment as outcomes a leader builds one emotional exchange at a time. The people a leader leads are sending emotional information all day long, most of it never said directly, and the leader is signaling back with every word, silence, and reaction. Emotional skill grows in four areas:

- Put it to work right away, in the tense meeting, the overdue feedback, the conversation that decides whether someone stays
- Build a reliable practice you can return to, one exercise and one interaction at a time
- Understand what is actually driving a reaction, in the people you lead and in yourself
- Strengthen the trust that turns compliance into commitment

"The premise running through all three booklets is that every emotion carries information worth

reading and energy that can be directed," said Kris Kiler, President of Core Factors. "There is no taking emotions out of a meeting or a hard conversation. They are already there, and they are already shaping the outcome. What these booklets build is the skill of working with that energy on purpose, and each one closes with a practice section built for a workshop, for the weeks between coaching sessions, or for a reader on their own."

The practice sections are built to serve all three settings. Reflection prompts open partner or small-group discussion in workshop delivery, supply material for a following coaching session, or stand on their own for a reader working alone.

At program level, the benefits are cost and consistency. A cohort of thirty can be equipped for a few hundred dollars, and every participant works from the same emotional vocabulary. That consistency carries across a leadership pipeline without requiring the same facilitator in every room.

The wider case is simple enough to state. Emotional energy reaches the body, the conversation, and the team whether anyone manages it or not. Organizations spend heavily on the symptoms of that energy going unmanaged, in turnover, in disengagement, and in problems that surface late. The alternative is treating emotional skill as something people can be taught to develop.

All three booklets are available now at \$17.95 USD each through Amazon, with other Amazon marketplaces priced in local currency. Full descriptions are at corefactors.com/understanding-emotions/, corefactors.com/emotions-and-health/, and corefactors.com/emotions-and-leadership/.

Readers working on their own should start with Understanding Emotions, the foundation booklet. No assessment, facilitator, or program is required to use the worksheets.

Each booklet also carries a reader offer for 25 percent off the EQ Accelerator, the Core Factors assessment that shows a person which people skills will change the moments that matter to them, and what to do to build each one. Practitioners can apply for a free Pro Account or request a demo at corefactors.com.

About Roger Pearman

Roger R. Pearman, Ed.D., is a recognized authority on emotional intelligence and personality type and the developer of the EQ Accelerator®, People Skills 360™, and Brain Agility Lens™, Business Smarts and Group Lead assessments. He is the CEO of TalentTelligent, EOT, a talent development firm. He is the author or co-author of I'm Not Crazy, I'm Just Not You; the People Skills Handbook: Action Tips for Improving Your Emotional Intelligence; HardWired Leadership; Introduction to Type and Emotional Intelligence; Understanding Emotions, Emotions and Health and Emotions and Leadership, and many other works on personality, emotion, and leadership. His research has earned the Isabel Myers Memorial Research Award, and the Association for Psychological Type International, of which he has served as president, honored him with its Mary McCauley Lifetime Achievement Award. He was given the Distinguished Alumni Award from the Wake

Forest University Graduate School.

About the Portable People Skills® Series

Most friction at work begins when people assume everyone thinks and feels the way they do. The Portable People Skills® series exists to change that. These concise, practical workbooks from Core Factors help readers recognize different patterns of thinking, emotion, and interaction, in themselves and in others, and turn that recognition into skill they can use in any conversation, team, or role.

Each volume focuses on one dimension of working well with people, from emotional intelligence and career development to the 16 personality types, temperament, and social dynamics. Clear explanations pair with reflection prompts and application exercises that can be completed in short sessions. The authors are recognized experts in their fields, people who have spent their careers helping others understand how personality, emotion, and interaction shape the way we work.

The series shares its name with the idea at the center of the Core Factors platform. Understanding people is a skill that transfers across challenges, scales with responsibility, and remains relevant as work keeps changing. Every volume builds insight that moves with the reader.

About Core Factors

Core Factors is a people-development platform for practitioners. Executive coaches, OD consultants, L&D professionals, HR professionals, and career practitioners use Core Factors to administer assessments, deliver results, reinforce development between sessions, and document outcomes through participant feedback and reporting.

The assessment portfolio spans four families. Type Discovery, Type Elements, and Type Dynamics support psychological type work across decision-making, learning, leadership, and interpersonal effectiveness. EQ Accelerator guides emotional intelligence development with a structured focus on priority skills and growth sequencing. Social Dynamics addresses interaction styles and their applications across communication, collaboration, influence, and conflict. Career Path and Career Signals support career alignment through occupational fit mapping and values-based career planning.

Every assessment is supported by the Participant Hub, where participants access results, explore model content, engage with structured reflection, and, where enabled by the practitioner, receive developmental guidance from Evidentra®, the Core Factors AI Coach Assistant. Core Factors is built on a commitment to psychometric integrity, ethical application, and practical results that serve both the practitioner and the people they develop.

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