

Chapter 1 Key Messages

- Experiential Intelligence, or XQ for short, is the combination of mindsets, abilities, and know-how gained from your unique life experience that empowers you to achieve your goals.
- Mindsets are your attitudes and beliefs about yourself, other people, and the world that influence your personal and professional success.
- Abilities are your personal competencies that help you integrate all that you have gained from your experience so you can respond to situations in the most effective way possible.
- Know-how is your knowledge and skills.
- XQ is your unique internal fingerprint—no one else possesses your distinct combination of mindsets, abilities, and know-how because no one else has lived your experience.

Chapter 2 Key Messages

- IQ is today's primary way of evaluating general intelligence.
- Emotional Intelligence, the theory of multiple intelligences, and the concepts of fixed and growth mindsets broaden the definition of what it means to be "smart."
- While the term *Experiential Intelligence* originated in academic literature with an emphasis on creative problem-solving, XQ as outlined in this book broadens the definition by focusing on the personal assets developed from specific experiences that positively shape mindsets, abilities, and know-how.
- By overcoming the fundamental assumption that underlies society's interest in intelligence—that the smarter you are intellectually, the more successful you'll be—you can find greater personal and professional success.

Chapter 3 Key Messages

- Our unique collection of experiences equips us with strengths and tools to navigate the world, though sometimes these assets are hidden and need to be discovered.
- Experiences, especially those we have early in life, can cause neurological wiring that leads to inaccurate self-limiting beliefs or attitudes that hold us back from our greater potential.
- The concept of post-traumatic growth (PTG) highlights how significant psychological struggles can lead to positive transformation in people's lives.
- Reframing a belief can help you discover hidden assets waiting to be leveraged to support your personal and professional goals.
- When people have shared experiences, they often develop common mindsets that create bonds and influence the culture of their teams, organizations, and communities.

Chapter 4 Key Messages

- You can develop your Experiential Intelligence on three levels: mindsets, abilities, and know-how.
- While all three levels are important for developing greater XQ, changing mindsets is the most powerful tool when it comes to driving personal and business breakthroughs.
- When you develop your Level 3 XQ (mindsets), you'll gain new insight into your abilities, which can help you apply your knowledge and skills in new ways.
- The XQ Snapshot is a tool that summarizes your XQ on a single page by connecting your experiences to your mindsets, abilities, and know-how.
- Teams and organizations can use the XQ Snapshot to promote team building and professional development.

Chapter 5 Key Messages

- *Impacts* are specific experiences that have shaped your mindsets and abilities in some meaningful way.
- There are four types of impacts that influence the XQ of individuals, teams, organizations, and communities: Traumas, Transformations, Limiters, and Expanders.
- *Compartmentalization* occurs when you consciously or subconsciously constrain how you show up in some social contexts versus others due to your impacts.
- *Compartmentalization* can be functional in that it allows you to cope with difficult emotions, but it can also stifle your performance and reduce satisfaction and overall success in your personal and professional lives.
- Impacts shape the shared culture of teams, departments, business units, and the entire organization.
- When you decipher the impacts of your team and organization, you're better able to understand your culture, overcome hidden barriers to performance, and leverage strengths that take you and your teammates to the next level.

Chapter 6 Key Messages

- Mindsets are molded over time from experiences within families, friend groups, social media networks, teams, organizations, communities, and society at large.
- The impacts from experiences deliver messages that are internalized as attitudes and beliefs that become the foundation of mindsets.
- Self-limiting beliefs are any thoughts that stifle you from achieving your full potential and often include beliefs about being judged, unworthy, incapable, or fearful of something.
- Growing your XQ involves developing awareness of the attitudes and beliefs that guide what and how you think, feel, and act, and then replacing them with self-expanding beliefs that help you tap into your hidden strengths to achieve your goals.

Chapter 7 Key Messages

- The thoughts, feelings, and behaviors that automatically arise when you're triggered are your autopilot responses.
- The Autopilot Mapper template provides a tool to understand how your impacts, the messages from those impacts, and your self-limiting beliefs lead to your autopilots.
- Because beliefs and emotions are typically connected, developing your *Emotional* Intelligence can accelerate the growth of your *Experiential* Intelligence, which helps prevent unproductive autopilot responses in your relationships.
- Individual and group relationships can get stuck in debilitating patterns called negative relationship loops.
- By developing your Emotional and Experiential Intelligence, you can transform your unworkable relationships into positive relationship loops that advance personal goals, elevate team effectiveness, and strengthen team and organizational culture.

Chapter 8 Key Messages

- XQ can be assessed qualitatively and quantitatively for individuals, teams, and organizations.
- Take the XQ assessment and get your score at <https://sorenkaplan.com/XQAssessment>.
- The XQ Assessment includes twelve statements across four categories: Ability Appreciation, Impact Awareness, Mindset Flexibility, and Amplification.
- Many opportunities exist for additional research into XQ as a concept and methodology.

Chapter 9 Key Messages

- Leadership XQ involves synthesizing your own strengths as a leader to elicit the collective strengths of others.
- Five leadership strategies can help grow XQ for yourself, your team, and your organization, which in turn will grow your business. The five strategies include:
 - Connect dots to find focus
 - Rewrite the unwritten rules
 - Explore uncertainty to discover new opportunities
 - Create experiences to spark positive change
 - Amplify strengths to amplify impact

Chapter 10 Key Messages

- Teams are simply collections of people, each of whom carry their collective experiences, along with the impacts from those experiences and the mindsets, abilities, and know-how gained from them.
- Team XQ is the collective XQ of a team's individual members.
- Three design principles can help you tap into the complementary XQ that exists across team members while simultaneously amplifying your team's overall XQ:
 - Stack your team with diverse experiences
 - Foster positive relationship loops
 - Create psychological safety through vulnerability
- Simply discussing the experiences your team has had, the strengths that surfaced during those experiences, and how the overall team has benefitted from them can start a positive relationship loop that amplifies both individual XQ and team XQ.
- By developing your team's XQ, you can become a high-performing team that achieves goals, drives innovation, and responds to change and opportunities with greater agility.

Chapter 11 Key Messages

- Organizational XQ is the collection of complementary mindsets, abilities, and know-how that drives strategy and business results
- Society and most organizations blindly reinforce the assumption that it's necessary to separate our inner personal lives from our work lives.
- An opportunity exists to replace the long-held assumption that people shouldn't bring their full selves to the workplace with a new focus on tapping into the mindsets, abilities, and know-how across people and teams to amplify and grow the latent XQ that already exists within organizations.
- Organizational culture is created and reinforced every day by shaping people's mindsets through experiences that communicate what is good, bad, effective, and rewarded.
- Building Experiential Intelligence into organizational culture involves creating positive experiences that reinforce the mindsets and behavior needed for the future, which can be done using four strategies:
 - Create new experiences
 - Develop people's abilities
 - Scale Experiential Intelligence
 - Foster positive relationship loops
- When you embed XQ into your culture, you grow your organizational XQ, which can then transform the culture and deliver breakthroughs in innovation and business performance.

Chapter 12 Key Messages

- When people have shared experiences, they often form emotional connections anchored by a common identity.
- Communities of Shared Experience (CoSEs) are groups of people who have experienced something similar in life, which results in mutual mindsets, abilities, and know-how.
- Everyone belongs to various CoSEs, some which are based on life circumstances and some of which are chosen.
- An opportunity exists to recognize a community's challenges and obstacles to overcome while concurrently celebrating and leveraging the unique strengths—the mindsets, abilities, and know-how—that the community can use to foster positive social change.