

Martine Gibson

Imposter Syndrome & Emotional Intelligence Specialist

CASE STUDY — The EI Suite

Developing Emotionally Intelligent Teams

Programme The EI Suite	Client Recruitment Organisation	Attendance ~20 Per Workshop	Outcome Phenomenal Team Change
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Background

A recruitment organisation engaged Martine Gibson to deliver a series of Emotional Intelligence workshops to support staff wellbeing, confidence, and professional development across their workforce.

Approximately 20 team members attended each workshop. The organisation wanted to strengthen self-awareness, resilience, and emotional wellbeing while creating genuine opportunities for meaningful reflection and growth — not just another tick-box training session.

The Challenge

Leaders had recognised that some team members were struggling with challenges that were affecting both individual performance and team dynamics:

- Low confidence and self-belief in key roles
- Limited emotional self-awareness
- Inconsistent resilience under pressure
- Difficulty understanding their own behavioural patterns
- The impact of stress and self-doubt on day-to-day performance

The organisation wanted to provide something practical and meaningful — development that employees could apply both professionally and personally, and that leadership could see the impact of.

The Intervention

Three workshops were delivered from The EI Suite, chosen to address the specific challenges identified by leadership. Each session combined emotional intelligence theory, practical reflection, and real-world application.

Workshop One — Self-Awareness

Participants explored their emotional triggers, behavioural patterns, personal strengths, and areas for development. Many reported that this was the first time they had been given a framework to understand why they respond the way they do.

Workshop Two — Imposter Syndrome

The session explored the five types of Imposter Syndrome, perfectionism, fear of failure, and evidence-based strategies for building genuine, lasting confidence. Participants finally had language for experiences they had been carrying silently.

Workshop Three — Resilience & Wellbeing

Participants developed their emotional resilience, stress management skills, healthier coping strategies, and greater self-care awareness. The session gave people tools to manage pressure before it becomes a crisis.

The Outcomes

Feedback from participants was overwhelmingly positive. A recurring theme was relief — at finally being able to understand and name experiences they had previously struggled to explain.

Participants reported:

- Increased self-awareness and emotional literacy
- Greater confidence in themselves and their capabilities
- Better understanding of their own emotional patterns
- Improved wellbeing and sense of self
- Greater ability to manage challenges and pressure

Leadership observed:

- Increased confidence among staff across the team
- Improved morale and general atmosphere
- Greater engagement in meetings and with clients

- Enhanced wellbeing and reduced stress indicators
- Positive and visible behavioural changes
- Stronger team relationships and communication

One senior leader described the transformation in some team members as “phenomenal”.

“The impact of these workshops went far beyond the training room. People became more confident, more self-aware and noticeably happier in themselves.

Senior Leader — Recruitment Organisation

Participant Voice

Now I understand what this is, I can actually do something about it.

Key Takeaway

When people develop emotional intelligence, they gain the awareness, confidence, and resilience needed to thrive both personally and professionally.

About Martine Gibson



Martine Gibson

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Martine Gibson is an Imposter Syndrome and Emotional Intelligence Specialist, Therapeutic Coach, and Integrative Counsellor. Through The EI Suite, she delivers evidence-based emotional intelligence workshops to organisations who want to build psychologically safer, higher-performing cultures.

Every workshop is tailored to the organisation and its people. No generic content. No death by PowerPoint. Real, practical learning that lands — and results that leaders can see.

Interested in The EI Suite for your organisation?

Get in touch at info@rsgsuccess.co.uk or 07591 819 189 to discuss bespoke delivery, pricing, and what a programme might look like for your team.

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