



Emotional Intelligence

Emotional Intelligence

Emotional intelligence (EI) refers to the ability to perceive, control and evaluate emotions. Some researchers suggest that emotional intelligence can be learned and strengthened, while others claim it is an inborn characteristic.

Emotional intelligence is “something” in each of us that is a bit intangible. It affects how we manage behavior, navigate social complexities, and make personal decisions that achieve positive results.

Thoughts:

Emotional intelligence (EI) involves thoughts. It is actually the use of love thoughts instead of gouge thoughts when something unexpected and unusual happens.

Why Emotional Intelligence?

EQ is the distinguishing factor that determines if we make lemonade when life hands us lemons or spend our life stuck in bitterness

This means that our emotional intelligence (EQ) is what separates those who can turn negative situations into positive outcomes from those who remain stuck in negativity. In other words, how well we manage our emotions and respond to challenges determines whether we can find opportunities for growth and resilience, or whether we allow adversity to control our lives.

Model Of Emotional Intelligence

1. Mental ability model of Emotional Intelligence

Since 1990, Peter Salovey and John D. Mayer have been the leading researchers on emotional intelligence. They proposed a model that identified four different factors of emotional intelligence:

- a) **Perceiving Emotions:** The first step in understanding emotions is to accurately perceive them. In many cases, this might involve understanding nonverbal signals such as body language and facial expressions.

- b) **Reasoning with Emotions:** The next step involves using emotions to promote thinking and cognitive activity. Emotions help prioritize what we pay attention and react to; we respond emotionally to things that garner our attention.
- c) **Understanding Emotions:** The emotions that we perceive can carry a wide variety of meanings. If someone is expressing angry emotions, the observer must interpret the cause of their anger and what it might mean. For example, if your boss is acting angry, it might mean that he is dissatisfied with your work; or it could be because he got a speeding ticket on his way to work that morning or that he's been fighting with his wife.
- d) **Managing Emotions:** The ability to manage emotions effectively is a key part of emotional intelligence. Regulating emotions, responding appropriately and responding to the emotions of others are all important aspects of emotional management.

According to Salovey and Mayer, the four branches of their model are “arranged from more basic psychological processes to higher, more psychologically integrated processes. For example, the lowest level branch concerns the (relatively) simple abilities of perceiving and expressing emotion. In contrast, the highest-level branch concerns the conscious, reflective regulation of emotion” (1997).

Criticisms of the mental ability model:

- **Overemphasis on cognition:** Some argue that emotional intelligence involves more than just cognitive abilities, including interpersonal skills and social-emotional competencies.
- **Limited scope:** The model may not fully capture the complexity of emotional intelligence, particularly the affective and motivational aspects.

While the mental ability model provides a valuable perspective on emotional intelligence, it's important to consider other models and theories that emphasize the social, affective, and motivational components of this complex construct.

2. Bar-On model of Emotional Intelligence

According to the Bar-On model, emotional-social intelligence is a cross-section of interrelated emotional and social competencies, skills and facilitators that determine how well we understand and express ourselves, understand others and relate with them, and cope with daily demands, challenges and pressures. Bar-On model looks at five core factors:

a) Intrapersonal Skills

Intrapersonal skills are fundamental to self-awareness and self-expression. This category encompasses several critical components, beginning with emotional self-awareness, which involves recognizing and understanding one's own emotions and how they influence thoughts and behaviors. It consists of sub factors including self-regard, emotional self-awareness, assertiveness, independence and self-actualization.

Assertiveness is another vital element, allowing individuals to communicate their feelings and beliefs openly and honestly, thereby fostering clearer interactions. Self-regard is equally important, as it involves acknowledging one's worth and capabilities, contributing to a healthy self-esteem. Finally, self-actualization reflects the ability to realize personal potential and pursue meaningful goals, ultimately driving individuals toward personal fulfillment and satisfaction.

b) Interpersonal Skills

Interpersonal relates to our ability to be aware of others' feelings, concerns and needs, and to be able to establish and maintain cooperative, constructive and mutually satisfying relationships. Interpersonal skills are essential for effective social interactions and relationships. It consists of sub factors including empathy, social responsibility and interpersonal relationships.

Empathy is the capacity to understand and share the feelings of others, which is crucial for forming deep connections and fostering trust. Social responsibility highlights the importance of recognizing one's obligations to others and contributing positively to the community, reinforcing a sense of belonging. Additionally, strong interpersonal relationships are cultivated through the ability to establish and maintain healthy connections, which involves effective communication, active listening, and mutual respect. Together, these skills enable individuals to navigate social environments successfully and build supportive networks.

c) Stress Management

Stress Management relates to emotional management and controlling our ability to deal with emotions so that they work for us and not against us.

Stress management encompasses skills that help individuals cope with challenges and pressure effectively. It consists of sub factors including stress, tolerance, and impulse control. Stress tolerance is a key component, allowing individuals to withstand and manage stressful situations without becoming overwhelmed. This resilience is crucial in both personal and professional contexts, as it helps maintain performance under pressure. Impulse control, another important skill in this category, involves the ability to manage one's impulses and delay gratification. By exercising impulse control, individuals can make more thoughtful decisions rather than reacting emotionally in stressful scenarios, leading to better outcomes and improved emotional regulation.

d) Adaptability

Adaptability refers to the ability to adjust to changing circumstances and navigate new situations with ease. This factor includes reality testing, which involves assessing the accuracy of one's thoughts and emotions in the context of external realities, ensuring that perceptions align with facts. Flexibility is also crucial, as it enables individuals to adjust their approaches in response to new information or shifting environments. Problem-solving is another key component of adaptability, involving the ability to identify challenges and develop effective solutions. Together, these skills allow individuals to thrive in dynamic situations and manage uncertainties with confidence.

e) General Mood

General Mood relates to our level of self-motivation. The general mood factor encompasses skills that contribute to overall emotional well-being and life satisfaction. It consists of sub factors including optimism and happiness. Happiness is a fundamental component, reflecting a sense of contentment and fulfillment in life. Individuals with high emotional intelligence often experience positive emotions more frequently, enhancing their resilience against stress. Optimism, the tendency to maintain a positive outlook on life, is also critical; it helps individuals navigate challenges with hope and confidence. A positive general mood can influence interactions with others and foster a supportive environment, reinforcing the importance of emotional intelligence in achieving personal and professional success.

Together, these factors of the Bar-On model illustrate a holistic approach to understanding and developing emotional intelligence, emphasizing the interconnectedness of emotional and social skills in fostering overall well-being.

3. Goleman model of Emotional Intelligence

Goleman's later writings in the field of Social and Emotional Intelligence have seen him rename the five original competencies, and collapse them into four:

1. **Self-Awareness** encompasses emotional self-awareness, which involves recognizing one's own emotions and their effects on thoughts and behavior, alongside accurate self-assessment and a strong sense of self-confidence. Social Awareness - empathy, organizational awareness, service orientation.
2. **Social Awareness**, focuses on the ability to understand and share the feelings of others (empathy), grasp organizational dynamics (organizational awareness), and anticipate and meet the needs of others (service orientation).
3. **Self-Management** includes several essential skills: self-control to manage disruptive emotions, trustworthiness to maintain integrity, conscientiousness for personal

responsibility, and adaptability to respond flexibly to change. It also highlights achievement orientation, emphasizing the drive to meet standards of excellence, and initiative, which involves readiness to act on opportunities.

4. **Social Skills** encompass a range of abilities that facilitate effective interpersonal interactions. This includes developing others by recognizing their needs for growth, demonstrating leadership to inspire and guide teams, and exercising influence to persuade others. Additionally, strong communication skills, the ability to catalyze change, navigate conflict, build bonds, and work collaboratively in teams are crucial elements of this competency.

Goleman's restructured model not only simplifies the understanding of emotional and social intelligence but also emphasizes the significance of interpersonal relationships in achieving personal and professional success. By focusing on these four areas—Self-Awareness, Social Awareness, Self-Management, and Social Skills—individuals can enhance their emotional intelligence, leading to improved relationships, effective leadership, and better overall performance in various aspects of life.

Four Skills of Emotional Intelligence

Emotional intelligence is made up of four core skills that pair up under two primary competencies: personal competence and social competence

1. Personal competence is made up of your self-awareness and self-management skills, which focus more on you individually than on your interactions with other people. Personal competence is your ability to stay aware of your emotions and manage your behavior and tendencies.
 - a. **Self-awareness** is the ability to recognize and understand one's own emotions, strengths, weaknesses, and values. It involves being in tune with how your feelings affect your thoughts and behavior. This skill allows individuals to have a clear understanding of their emotional state, which can lead to better decision-making and enhanced confidence. Self-aware individuals are often more reflective, enabling them to understand their triggers and responses, and to navigate social situations more effectively.
 - b. **Self-management** refers to the ability to regulate one's emotions and behaviors in various situations. This skill includes self-control, adaptability, and the ability to remain calm under pressure. Individuals with strong self-management skills can manage stress, avoid impulsive reactions, and maintain a positive attitude, even in challenging circumstances. This ability to effectively handle one's emotions fosters strength and enables individuals to stay focused on their goals while adapting to changes as necessary.

2. Social competence is made up of your social awareness and relationship management skills; social competence is your ability to understand other people’s moods, behavior, and motives in order to improve the quality of your relationships.
 - a. **Social Awareness** encompasses the ability to understand and empathize with the emotions and needs of others. This skill involves active listening, recognizing social cues, and demonstrating empathy. Individuals who possess strong social awareness can navigate social complexities and build strong relationships. They are attuned to the feelings of those around them, allowing them to respond appropriately and foster a sense of connection and trust within teams and communities.
 - b. **Relationship Management** is your ability to use awareness of your emotions and the others’ emotions to manage interactions successfully and to develop and maintain healthy relationships with others. This skill includes effective communication, conflict resolution, teamwork, and the ability to inspire and influence others. Individuals skilled in relationship management can foster collaboration, resolve disagreements constructively, and create an environment of mutual respect. This skill is crucial for leadership, as it enables individuals to motivate and guide others toward shared goals.

Emotional Intelligence, IQ Are Different

Emotional intelligence taps into a fundamental element of human behavior that is distinct from your intellect. There is no known connection between IQ and emotional intelligence; you simply can’t predict emotional intelligence based on how smart someone is. Intelligence is your ability to learn, and it’s the same at age 15 as it is at age 50.

Emotional intelligence, on the other hand, is a flexible set of skills that can be acquired and improved with practice. Although some people are naturally more emotionally intelligent than others, you can develop high emotional intelligence even if you aren’t born with it.

Feature	IQ	EQ
Focus	Cognitive abilities	Emotional abilities
Assessment	Standardized tests	Self-assessment and observation
Components	Problem-solving, logical reasoning, verbal, and numerical skills	Self-awareness, self-regulation, social awareness, relationship management, motivation
Impact	Academic success, career advancement	Personal relationships, leadership, stress management

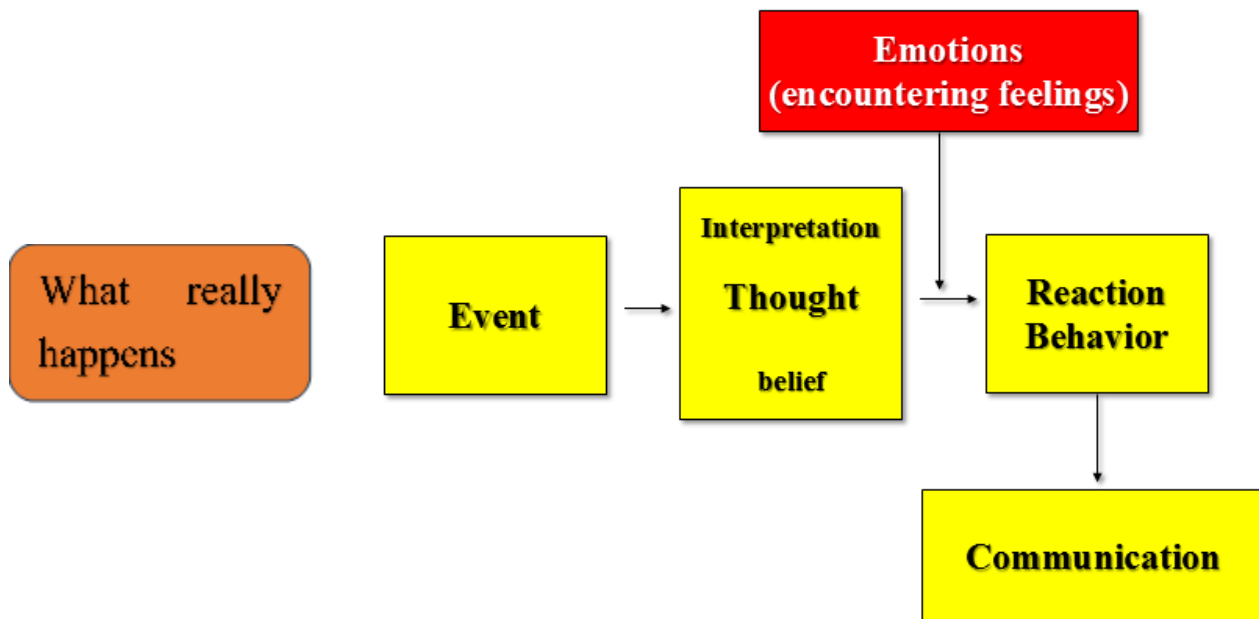
Emotional Intelligence Is Linked to Performance

How much of an impact does emotional intelligence have on your professional success? The short answer is a lot! It's a powerful way to focus your energy in one direction with a tremendous result.

Emotional intelligence is the foundation for a host of critical skills—it impacts most of everything you say and do each day. Emotional intelligence is the single biggest predictor of performance in the workplace and the strongest driver of leadership and personal excellence. Some keyways EI impacts performance:

- 1. Enhanced Communication:** Individuals with high EI can express their thoughts and emotions clearly and understand others better. This leads to improved collaboration and teamwork.
- 2. Better Stress Management:** People with strong emotional intelligence can regulate their emotions, allowing them to handle stress and pressure more effectively. This resilience can lead to better decision-making and productivity.
- 3. Increased Empathy:** High EI individuals are more attuned to the feelings of others, which fosters positive relationships and enhances conflict resolution. This empathy contributes to a supportive work environment.
- 4. Leadership Effectiveness:** Leaders with high emotional intelligence inspire and motivate their teams, creating a more engaged and productive workforce. They are better at recognizing and addressing the needs and emotions of their team members.
- 5. Adaptability:** EI helps individuals navigate change more effectively, as they can adjust their emotional responses and remain focused on their goals despite challenges.
- 6. Higher Job Satisfaction:** Employees with strong emotional intelligence tend to have better job satisfaction, which correlates with higher performance and lower turnover rates.
- 7. Improved Problem-Solving:** Emotional intelligence enables individuals to approach problems with a clear mind, considering both emotional and logical aspects, leading to more comprehensive solutions.

Overall, emotional intelligence plays a critical role in enhancing individual and group performance by fostering effective communication, emotional regulation, and interpersonal relationships.



Emotional Intelligence Can Be Developed

The communication between your emotional and rational “brain” is the physical source of emotional intelligence. The pathway for emotional intelligence starts in the brain, at the spinal cord. Your primary senses enter here and must travel to the front of your brain before you can think rationally about your experience.

However, first they travel through the limbic system, the place where emotions are generated. So, we have an emotional reaction to events before our rational mind is able to engage. Emotional intelligence requires effective communication between the rational and emotional centers of the brain.

Plasticity” is the term neurologists use to describe the brain’s ability to change. Your brain grows new connections as you learn new skills. The change is gradual, as your brain cells develop new connections to speed the efficiency of new skills acquired.

Using strategies to increase your emotional intelligence allows the billions of microscopic neurons lining the road between the rational and emotional centers of your brain to branch off small “arms” (much like a tree) to reach out to the other cells.

A single cell can grow 15,000 connections with its neighbors. This chain reaction of growth ensures it’s easier to kick this new behavior into action in the future. Once you train your brain

by repeatedly using new emotional intelligence strategies, emotionally intelligent behaviors become habits.

Developing emotional intelligence through five key skills:

1. Emotional intelligence (EQ) skill 1: The ability to quickly reduce stress.

Develop your stress busting skills by working through the following three steps:

- a. **Realize when you're stressed:** The first step to reducing stress is recognizing what stress feels like. How does your body feel when you're stressed? Are your muscles or stomach tight or sore? Are your hands clenched? Is your breath shallow? Being aware of your physical response to stress will help regulate tension when it occurs.
- b. **Identify your stress response:** Everyone reacts differently to stress. If you tend to become angry or agitated under stress, you will respond best to stress relief activities that quiet you down. If you tend to become depressed or withdrawn, you will respond best to stress relief activities that are stimulating. If you tend to freeze—speeding up in some ways while slowing down in others—you need stress relief activities that provide both comfort and stimulation.
- c. **Discover the stress-busting techniques that work for you:** The best way to reduce stress quickly is by engaging one or more of your senses: sight, sound, smell, taste, and touch. Each person responds differently to sensory input, so you need to find things that are soothing and/or energizing to you. For example, if you're a visual person you can relieve stress by surrounding yourself with uplifting images. If you respond more to sound, you may find a wind chime, a favorite piece of music, or the sound of a water fountain helps to quickly reduce your stress levels.

2. Emotional intelligence (EQ) skill 2: The ability to recognize and manage your emotions.

Many people are disconnected from their emotions—especially strong core emotions such as anger, sadness, fear, and joy. This may be the result of negative childhood experiences that taught you to try to shut off your feelings. Unfortunately, without emotional awareness, we are unable to fully understand our own motivations and needs, or to communicate effectively with others.

What kind of a relationship do you have with your emotions?

- a. Do you experience feelings that flow, encountering one emotion after another as your experiences change from moment to moment?
- b. Are your emotions accompanied by physical sensations that you experience in places like your stomach or chest?

- c. Do you experience discrete feelings and emotions, such as anger, sadness, fear, joy, each of which is evident in subtle facial expressions?
- d. Can you experience intense feelings that are strong enough to capture both your attention and that of others?
- e. Do you pay attention to your emotions? Do they factor into your decision making?

3. Emotional intelligence (EQ) skill 3: The ability to connect with others using nonverbal communication.

Being a good communicator requires more than just verbal skills. Successful nonverbal communication depends on your ability to manage stress, recognize your own emotions, and understand the signals you're sending and receiving. When communicating:

- 1. Focus on the other person:** If you are planning what you're going to say next, daydreaming, or thinking about something else, you are almost certain to miss nonverbal cues and other subtleties in the conversation.
- 2. Make eye contact:** Eye contact can communicate interest, maintain the flow of a conversation, and help gauge the other person's response.
- 3. Pay attention to nonverbal cues** you're sending and receiving, such as facial expression, tone of voice, posture and gestures, touch, and the timing and pace of the conversation.

4. Emotional intelligence (EQ) skill 4: The ability to use humor and play to deal with challenges.

Humor, laughter, and play are natural antidotes to life's difficulties. They lighten your burdens and help you keep things in perspective. Playful communication broadens your emotional intelligence and helps you:

- 1. Take hardships in stride:** By allowing you to view your frustrations and disappointments from new perspectives, laughter and play enable you to survive annoyances, hard times, and setbacks.
- 2. Smooth over differences:** Using gentle humor often helps you say things that might be otherwise difficult to express without creating a flap.
- 3. Simultaneously relax and energize yourself:** Playful communication relieves fatigue and relaxes your body, which allows you to recharge and accomplish more.
- 4. Become more creative:** When you loosen up, you free yourself of rigid ways of thinking and being, allowing you to get creative and see things in new ways.

5. Emotional intelligence (EQ) skill 5: The ability to resolve conflicts positively and with confidence.

Resolving conflict in healthy, constructive ways can strengthen trust between people. When conflict isn't perceived as threatening or punishing, it fosters freedom, creativity, and safety in relationships.

- 1. Stay focused in the present:** When you are not holding on to old hurts and resentments, you can recognize the reality of a current situation and view it as a new opportunity for resolving old feelings about conflicts.
- 2. Choose your arguments:** Arguments take time and energy, especially if you want to resolve them in a positive way. Consider what is worth arguing about and what is not.
- 3. Forgive:** Other people's hurtful behavior is in the past. To resolve conflict, you need to give up the urge to punish or seek revenge.
- 4. End conflicts that can't be resolved:** It takes two people to keep an argument going. You can choose to disengage from a conflict, even if you still disagree.

Effects of Emotional intelligence

Emotional intelligence affects:

- 1. Your performance at work:** Emotional intelligence can help you navigate the social complexities of the workplace, lead and motivate others, and excel in your career. In fact, when it comes to gauging job candidates, many companies now view emotional intelligence as being as important as technical ability and require EQ testing before hiring.
- 2. Your physical health:** If you're unable to manage your stress levels, it can lead to serious health problems. Uncontrolled stress can raise blood pressure, suppress the immune system, increase the risk of heart attack and stroke, contribute to infertility, and speed up the aging process. The first step to improving emotional intelligence is to learn how to relieve stress.
- 3. Your mental health:** Uncontrolled stress can also impact your mental health, making you vulnerable to anxiety and depression. If you are unable to understand and manage your emotions, you'll also be open to mood swings, while an inability to form strong relationships can leave you feeling lonely and isolated.
- 4. Your relationships:** By understanding your emotions and how to control them, you're better able to express how you feel and understand how others are feeling. This allows

you to communicate more effectively and forge stronger relationships, both at work and in your personal life.

How can one improve emotional intelligence?

Improving emotional intelligence (EI) is crucial for fostering better relationships, enhancing communication, and leading effectively. Let's delve into each of the points you mentioned:

1. Pay Attention to Self and Others' Body Language

Nonverbal cues, such as facial expressions, posture, and gestures, convey a wealth of information. Being mindful of your own body language helps you project confidence and openness. Observing others' body language can help you gauge their emotional state and respond appropriately. For example, crossed arms might indicate defensiveness, while leaning in can signify engagement. By developing this awareness, you can better navigate social interactions and respond to the needs of others.

2. Listen More; Speak Less – Develops Empathy

Active listening is a fundamental skill in emotional intelligence. When you listen more than you speak, you create space for others to express themselves fully. This not only demonstrates that you value their perspective but also allows you to better understand their emotions. Techniques such as paraphrasing what someone has said or asking open-ended questions can enhance this process. As empathy grows, you become more adept at recognizing and validating others' feelings, which strengthens relationships.

3. Get Curious, Not Furious

Emotional reactions, particularly frustration or annoyance, can cloud judgment and lead to unproductive interactions. Instead of reacting impulsively, cultivating curiosity can lead to more constructive dialogues. When faced with confusion or disagreement, reframing your response encourages open communication. For example, transforming "This makes absolutely no sense to me" into "Do you see something in this that I must be missing?" invites collaboration and understanding rather than conflict. This shift fosters a mindset that values learning over confrontation.

4. Elicit Pride in Others – Reason for Working Together

Creating a sense of pride in team members enhances motivation and collaboration. Recognizing and celebrating individual contributions reinforces a collective identity and purpose. By highlighting achievements and expressing gratitude, leaders can foster an environment where everyone feels valued. This not only boosts morale but also encourages team cohesion, as members feel connected to a shared mission. Pride razing pride can transform a group of individuals into a cohesive unit working towards common goals.

5. Remember That Emotions Are Contagious

Emotions can ripple through groups, significantly influencing team dynamics. A leader's emotional state can set the tone for the entire team. Positive emotions, such as enthusiasm and optimism, can inspire and energize others, while negative emotions can create

tension and disengagement. It's essential for leaders to be mindful of their emotional expressions, deliberately cultivating the emotions they wish to see reflected in their team. By modeling emotional regulation and positivity, leaders can foster a supportive and productive environment.

Characteristics of a High EQ Person

Individuals with high emotional intelligence (EQ) tend to exhibit several key characteristics:

1. Self-Awareness

High EQ individuals have a deep understanding of their own emotions, strengths, and weaknesses. They recognize how their feelings affect their thoughts and behavior.

2. Self-Regulation

They can manage their emotions effectively, controlling impulsive reactions and maintaining composure under stress. This ability allows them to respond thoughtfully rather than reactively.

3. Empathy

They possess a strong capacity to empathize with others, understanding their emotions and perspectives. This skill helps them build strong, trusting relationships.

4. Social Skills

High EQ individuals excel in interpersonal relationships. They are skilled communicators, able to navigate social situations, resolve conflicts, and inspire others.

5. Motivation

They are often intrinsically motivated, setting personal goals and striving for self-improvement. Their optimism and enthusiasm can be contagious, motivating those around them.

6. Adaptability

They can adjust their responses and approaches based on changing circumstances and emotional dynamics. This flexibility allows them to handle challenges effectively.

7. Conflict Resolution Skills

High EQ individuals are adept at managing and resolving conflicts. They approach disagreements with a focus on understanding and finding solutions rather than escalating tensions.

8. Strong Relationships

They build and maintain meaningful relationships, creating connections that foster collaboration and support. Their ability to relate to others enhances their personal and professional networks.

9. Positive Outlook

They tend to maintain a positive attitude, even in difficult situations. This resilience helps them cope with setbacks and encourages others to stay optimistic.

10. Active Listening

They practice active listening, fully engaging with others and demonstrating genuine interest in their thoughts and feelings. This enhances communication and strengthens relationships.

Individuals with high emotional intelligence are not only aware of their own emotions but also skilled in understanding and influencing the emotions of others. These characteristics contribute to their success in both personal and professional realms, allowing them to navigate complex social landscapes with ease. For example:

- A time to wait and a time to watch
- A time to be aggressive and a time to be passive
- A time to be together and a time to be alone
- A time to fight and a time to love
- A time to work and a time to play
- A time to cry and a time to laugh
- A time to confront and a time to withdraw
- A time to speak and a time to be silent
- A time to be patient and a time to decide

Characteristics of a low EQ

Individuals with low emotional intelligence (EQ) often exhibit several key characteristics that can hinder their personal and professional relationships:

1. Lack of Self-Awareness

They may struggle to recognize or understand their own emotions, leading to difficulty in identifying their triggers and reactions.

2. Impulsivity

Low EQ individuals often react impulsively to emotional stimuli, responding without considering the consequences of their actions or words.

3. Difficulty Empathizing

They may find it challenging to understand or relate to the emotions and perspectives of others, leading to misunderstandings and strained relationships.

4. Poor Social Skills

They often struggle with communication and interpersonal interactions, which can result in awkward social situations or conflict.

5. Negative Outlook

Individuals with low EQ might have a tendency toward pessimism, focusing on problems rather than solutions, which can create a toxic environment.

6. Resistance to Change

They may be inflexible and resistant to feedback or new ideas, making it difficult for them to adapt to changing situations or learn from experiences.

7. Conflict Escalation

Rather than resolving conflicts constructively, they may escalate tensions, leading to unresolved issues and strained relationships.

8. Poor Listening Skills

They may not engage in active listening, often interrupting others or failing to fully comprehend what is being communicated.

9. Inability to Manage Emotions

They may struggle to regulate their emotions, leading to outbursts, mood swings, or chronic stress that affects their interactions.

10. Difficulty Building Relationships

Low EQ individuals may find it hard to form and maintain meaningful connections, often resulting in feelings of isolation or loneliness.

Low emotional intelligence can significantly impact a person's ability to navigate social situations, maintain healthy relationships, and manage stress. By recognizing these characteristics, individuals can take steps toward developing their emotional intelligence and improving their interactions with others. Some examples are below

- “If only I had a different job”
- “If only I had finished graduation”
- “If only I had been handsome/beautiful ...”
- “If only my spouse had stopped drinking ...”
- “If only I had been born rich and famous...”
- “If only I had good contacts...”
- “If only I had better friends ...”
- “If only I had married someone else ...”
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Measuring Emotional Intelligence

There are two types of generally valid tests for the measure of emotional intelligence:

1. **Specific ability tests** measure a key specific ability related to emotional intelligence such as the capacity to accurately identify emotion in faces.
2. **General integrative tests** measure across a number of specific emotional intelligence skills to provide an overall picture of an individual's emotional intelligence.

Emotional Intelligence, or EI, describes an ability or capacity to perceive, assess, and manage the emotions of oneself, and of others. EQ, or Emotional Quotient, is how one measures Emotional Intelligence.

Emotional intelligence Scales

1. **Bar-On's EQ scale:** A self-report test designed to measure competencies including awareness, stress tolerance, problem solving, and happiness. According to Bar-On, “Emotional intelligence is an array of non-cognitive capabilities, competencies, and skills that influence one’s ability to succeed in coping with environmental demands and pressures.”
2. **Multifactor Emotional Intelligence Scale (MEIS):** An ability-based test in which test-takers perform tasks designed to assess their ability to perceive, identify, understand, and utilize emotions.
3. **Emotional Competence Inventory (ECI):** ECI involves having people who know the individual offer ratings of that person’s abilities on several different emotional competencies.