

Emotional Intelligence

What Is It?

How to Measure It?

Usefulness in the College Setting?

What is Emotional Intelligence?

- Factors that are related to success in life
- Helps us understand why some people do well in life while others fail
- Distinct from IQ (Cognitive Intelligence)

What emotional intelligence is not

- Cognitive intelligence IQ
- Aptitude
- Achievement
- Vocational Interest
- Personality
- Static- results can change over time

What do we know about IQ?

- Predicts school grades relatively well
- Does not predict success in life
- Predicts 6% of job success
- Peaks in late teens
- Culture-bound
- Racial controversies
- Gets you in the door (prof. schools, gets you hired)
- static

Emotional intelligence defined

- El is an array of noncognitive capabilities, competencies and skills that influence one's ability to succeed in coping with environmental demands and pressures

How to measure emotional intelligence

- BarOn EQ-I is the world's first scientific measure of EI
- It is the best normed instrument of EI (based on results from over 4,000 individuals)
- Multifaceted and examines all aspects of emotional and social intelligence

Continued...

- Multicultural applicability
- It has already been used effectively by many individuals and organizations

Why was the BarOn EQ-I Developed?

- To answer a simple question...
- Why do some people with a high IQ fail in life, while others with a moderate IQ succeed?

How does the EQ-I Work?

- 133 brief items answered on a 5 point scale: “Not True of Me” to “True of Me”
- 30 minutes to complete
- Standard scores based on “100” with 15 point standard deviation

How does the EQ-I Work?

- It provides the following scales:
- Total EQ
- 5 EQ Composite Scales (categories)
- 15 EQ Content Scales
- 4 Validity Scales

Reasons for Assessing Your Emotional Intelligence

- To examine your overall ability to deal with your immediate world
- To take an inventory of your emotional and social skills... the first step towards personal growth and development
- To identify strengths and weaknesses in individuals and groups... the first step towards individual or group facilitation

EQ-I in the Work Setting

- To take an inventory of employee's emotional and social skills (personal and career path development)
- To identify employees with management potential
- To profile star performers
- To assist in selecting new employees

Emotional Intelligence and Work

- Increasing emotional intelligence makes individuals more efficient, productive and successful
- Organizations can be more productive
- Hire emotionally smart people
- Offering opportunities to enhance these skills in the workplace

EQ-I in the College Setting

- Career counselling/fine tuning an existing career
- Students looking for personal growth opportunities
- Students who are experiencing difficulties in their relationships (personal, peers, colleagues)
- Use in classes which teach interpersonal communication

Now, to the Scales...

- Total EQ Scale Score encapsulates how successful the individual is in coping with environmental demands and presents a “snapshot” of emotional well being

EQ-I Composite Scales

- Intrapersonal
- Interpersonal
- Adaptability
- Stress Management
- General Mood

1. Intrapersonal Composite Scale **Emotional Self-Awareness**

- The ability to recognize the understand one's feelings and emotions, differentiate between them, and know what caused them and why

Assertiveness

- The ability to express feelings, beliefs and thoughts and defend one's rights in a nondestructive way.

Self-Regard

- The ability to look at and understand oneself, respect and accept oneself, accepting one's perceived positive and negative aspects as well as one's limitations and possibilities

Self-Actualization

- The ability to realize one's potential capacities and to strive to do that which one wants to do and enjoys doing.

Independence

- The ability to be self-reliant and self-directed in one's thinking and actions and to be free of emotional dependency; these people may ask for and consider advice of others, but they rarely depend on others to make important decision or do things for them.

2. Interpersonal Composite Scale **Interpersonal Relationship**

- The ability to establish and maintain mutually satisfying relationships that are characterized by intimacy and by giving and receiving affection.

Empathy

- The ability to be attentive to, to understand and to appreciate the feelings of others... it is being able to “emotionally read” other people.

Social Responsibility

- The ability to demonstrate oneself as a cooperative, contributing and constructive member of one's social group.

3. Adaptability Composite Scale

Problem Solving

- The ability to identify and define problems as well as to generate and implement potentially effective solutions.

Reality Testing

- The ability to assess the correspondence between what is experienced (the subjective) and what in reality exists (the objective).

Flexibility

- The ability to adjust one's emotions, thoughts and behaviour to changing situations and conditions.

4. Stress Management Composite Scale

Stress Tolerance

- The ability to withstand adverse events and stressful situations without falling apart by actively and confidently coping with stress

Impulse Control

- The ability to resist or delay an impulse, drive or temptation to act.

5. General Mood Composite Scale **Happiness**

- The ability to feel satisfied with ones' life, to enjoy oneself and being with others, and to have fun.

Optimism

- The ability to look at the brighter side of life and to maintain a positive attitude, even in the face of adversity.

EQ-I Validity Scales

- Omission rate
- Inconsistency index
- Positive impression
- Negative impression

Results...

- Effective Functioning... you're doing fine, functioning efficiently, handling situations and meeting environmental demands
- Enhanced Functioning... well developed, strong, excellent
- Needs Improvement... some planning and work needs to be done

How improving your scores will benefit you

- More effective in dealing with others
- Better able to deal with daily demands
- More successful at meeting goals
- Feel better
- Have a better attitude
- Make yourself “smarter”