

EMOTIONAL INTELLIGENCE: WHAT'S YOUR EQ?

When I think back on all the crap I learned in high school, it's a wonder I can think at all, and my lack of education hasn't hurt me none, I can read the writing on the wall...Paul Simon

WHAT TO KNOW!

- ❖ EQ or Emotional Quotient is very different from IQ or Intelligence Quotient
- ❖ EI was first defined in 1990 by Peter Salovey and John Mayer in a landmark article
- ❖ In 1995, Daniel Goleman popularized the concept of EI in his book *Emotional Intelligence: Why It Can Matter More Than IQ*.
- ❖ Emotional Intelligence or EI is the ability to use emotional information to direct thinking and behavior based on a person's abilities and traits
- ❖ EI is the ability to recognize one's own emotions as well as other people's emotions and to be able to distinguish between and label different emotions
- ❖ The abilities model of EI refers to a person's ability to process emotional information to function within the social environment
- ❖ The trait model of EI refers to a person's emotional character and self perceived abilities
- ❖ Daniel Goleman proposes a mixed model of EI consisting of skills and characteristics that contribute to leadership performance including:
 - ❖ **Self-awareness** which is the recognition of one's own feelings and strengths and weaknesses
 - ❖ **Self-management** which is the ability to stay calm and control one's emotions
 - ❖ **Empathy** is the ability to listen and understand what other's are really saying
 - ❖ **Relationship skills** is the ability to communicate with others so that they are relaxed around you
 - ❖ **Intrinsic motivation** is the ability to be motivated to fulfill one's inner needs and goals and to pursue peak experiences
- ❖ At work, EI can help one understand the complexities of the workplace in order to direct and motivate others which can lead to superior job performance
- ❖ Many businesses use EQ tests as part of their hiring process and mandate EI training
- ❖ EI can lead to better stress management thereby reducing serious health problems
- ❖ EI can lead to better mental health through better management of emotions and moods
- ❖ EI can lead to better expression of one's feelings as well as an understanding of how others are feeling which will lead to better and stronger relationships

WHAT TO DO!

- ❖ Consider increasing your EI since it helps you build stronger relationships, succeed on the job or at home, and achieve personal goals
- ❖ Increase your EI by
 - ❖ Realizing when you are stressed and using techniques to reduce your stress
 - ❖ Paying attention to your emotions and become comfortable with them
 - ❖ Being a good communicator both verbally and non-verbally by having good eye contact, focusing on the other person, and reading body language
 - ❖ Using humor, creativity, and play to counter hardships and differences
 - ❖ Resolving conflicts with others through forgiveness, deciding whether it's worth arguing about, and agreeing to disagree
- ❖ Seek professional help to assist in understanding and increasing your Emotional Intelligence

WE CAN HELP!

Call us at **954 755-2885** or email us at DrKimmel@KimmelPsychology.com

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