

Get More Out of Life with a High EQ

What are Emotional Intelligence and EQ?

During the last several years research has been finding IQ is less important to a person's success than once thought. Twenty percent of a person's success in life can be attributed to IQ leaving eighty percent to other factors. Most important factor being, one's emotional intelligence (EI). There are many definitions of emotional intelligence (EI). A scientific definition is the ability to quickly recognize emotional responses to situations and people, and to use that knowledge in effective ways. A practical definition is the capacity to get optimal results from your relationship with yourself and others. EI is made up of a set of crucial skills and abilities that help people navigate through life with success. How one gets along with others, motivates themselves and handles their emotions will determine one's emotional quotient (EQ) and ultimately success and happiness.

Why is important?

Daniel Goleman's book, *Emotional Intelligence* sparked explosive growth in EI research in the past decade. Many studies have connected EI to important outcomes in life. High EQ has been found to lead to success, happiness and resilience. EI correlates with stronger relationships, emotional resiliency, ability to transition and adapt, better problem solving and innovation, outstanding work performance, and ultimately greater happiness and fulfillment. **In the workplace** and business world research has shown EI results in higher profits, outstanding work performance, greater productivity, effective leadership. Research shows that success at work is 80-90% EQ and only 10-20% IQ. Childhood is a crucial time for the development of personality, and helping children develop emotional intelligence is critical part of that process. **Children** whose parents teach EI skills have better physical health, score higher academically, better prepared to enter the workforce, get along better with friends, and have fewer behavior problems. Despite little research on EI and **marriage**, psychologists have long investigated emotional phenomena on the context of marital happiness and stability. They have demonstrated the better spouses are at perceiving, accurately identifying, regulating and expressing emotions, communication and negotiating conflicts, the happier and longer their relationships are. **Bottom line, those getting more out of life have a high EQ! The good news is unlike IQ, EI can be learned and developed. In fact, EQ increases with age.**

What are the personal and social competencies which make up EI?

Personal Competence which is how you manage yourself is as follows:

Self-Awareness

- Emotional awareness: Reading your own emotions and recognizing their impact
- Accurate self-assessment: Knowing your strengths and weaknesses
- Self-confidence: A sound sense of one's self-worth and capabilities

Self-Management

- Self-control: Keeping disruptive emotions and impulses under control
- Trustworthiness: Acting in ways consistent with your values and intentions
- Conscientiousness: Careful and self-disciplined in attending to responsibilities
- Adaptability: Flexibility in adapting to change and responding to obstacles

Motivation

- Achievement: The drive to improve or meet a standard of excellence
- Initiative: Readiness to act and seize opportunities
- Optimism: Persists in face of frustration and obstacles, maintaining the upside

Social Competence which is how you handle relationships is as follows:

Social Awareness

- Empathy: Ability to understand other's feelings, needs and perspectives
- Service orientation: Ability to identify and meet unstated other's needs
- Organizational awareness: Reading a group's emotional currents and political realities

Relationship Management

- Developing others: recognizing other's developmental needs and bolstering their abilities
- Communication: Ability to use active listening skills
- Conflict management: Sensing trouble and mediating/resolving disagreements
- Leadership: Inspiring and motivating others toward a compelling vision
- Change catalyst: Initiating and leading in a new direction
- Building bonds: Cultivating and maintaining a web of relationships

- Teamwork and collaboration: Working toward cooperation and pursuit of collective goals

Mastery of such competencies as the ability to understand oneself and others, work with interact effectively, manage one's emotions and empathize with others, set and achieve goals are essential in life and work success.

Developing your EI

1. Identify your strengths among the competencies. Always begin with maximizing your strengths to reach your highest potential! To learn how to maximize your strengths please read my July newsletter issue.
2. Choose a competency to which you are not reaching your potential. How is it impacting your life and/or work? What would that area of your life look like if you improved your EI?
3. Practice an EI skill. For example, "I will practice my active listening skills in order to improve my communication, teamwork and ability to resolve conflicts". See my August issue for more specific tips toward improving this area.
4. Reduce your distress response. Become aware of your emotional responses and actions. Practice stress management techniques, time management (in the April issue). Change your thoughts which create distress (June issue).
5. Set yourself goals. To become more competent with achievement, motivation, and goal setting competencies I suggest you read my January issue.

Recommended Reading:

Elias, M., Tobias, S., Friedlander, B. Raising Emotionally Intelligent Teenagers
Goleman, D. (1995) Emotional Intelligence: Why it can matter more than IQ.
Goleman, D. (1998) Working With Emotional Intelligence.
Gottman, J. Raising an Emotionally Intelligent Child.
Kushner, G. The key to Success: Developing Emotional Intelligence in Young Children.

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If you would like to learn how coaching can assist you in assessing and developing your emotional intelligence, you can contact me for a

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