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The Importance of Emotional Intelligence

In Relation to its Five Key Aspects

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In any given workplace, the ability to socially understand and influence your coworkers is an underrated skill that is often the deciding factor between an efficient team or dysfunctional team. This ability, Emotional Intelligence, is often described as a strong sense of empathy developed through self-reflection and contemplation. Emotional Intelligence is often described as having five key aspects. In this paper, I will go over the aspects of self-awareness, self-regulation, social awareness, social regulation, and motivation [2]. To summarize the first four aspects, those who understand their own thoughts and emotions are better equipped to control themselves, comprehend the emotions of others, and influence those around them in a positive manner. The fifth aspect, motivation, can be described as the purpose, not including personal gain, that drives action. In my experience, motivation is the last aspect because it affirms your previous actions and beliefs. The best motivation is motivation that comes from yourself, and it is not always easy to be who you want to be. Demonstrating Emotional Intelligence is a self-motivating process that causes you to develop it in a stronger and more comprehensive form.

While important in any position, those in leadership should strive to display good Emotional Intelligence. A leader with poor Emotional Intelligence can cause a stressful work environment, disorganization in the workplace, and less passionate team members [1]. These are all factors that can eventually lead to a drastic decrease in productivity and a higher turnover rate. Some aspects of a good leader involve decisiveness, empathy for the needs of team members, and an ability to delegate responsibilities appropriately. By displaying a willingness to make decisions that take into account the people that you are responsible for, a bond of trust and a willingness to cooperate to the best of your respective abilities can be built throughout the

entire team structure. By building off of these byproducts of Emotional Intelligence, leaders are able to develop within the team the most important aspect of a cooperative environment: Communication. With a good communication structure, the leader can better understand how to utilize the pieces they are given in a manner that everyone can agree with.

When enabled by good leaders, team members can develop their own sense of where they fit in the team and how to productively combine their strengths. They will be less resistant to requesting help or inquiring about the difficulties of their peers, and they will have a better understanding of the strengths and weaknesses of their coworkers. Not only can they work together to increase productivity, with good Emotional Intelligence they can also provide stability through reassurance during stressful times or build strong enough bonds to be confidants or sounding boards in interpersonal conflicts. These types of relationships can build a tight-knit group of stable and productive workers that can properly work during both ideal and unideal conditions, boosting productivity and happiness throughout the team and workplace.

This does not mean that team members should not strive to display Emotional Intelligence without good leaders. Though they must be careful to not undermine or draw the ire of the leader, team members can still attempt to communicate amongst one another and discuss how they can best aim for their goals while getting to know one another. Using this information, they can make a plan for success, and they will be better equipped to help each other when they must deviate from that plan. Even when limited by a leader who fails to display good Emotional Intelligence, team members can personally instill a sense of communication and cooperation between themselves and their individual coworkers.

Generally, those with good Emotional Intelligence should be able to succeed without causing other team members to feel inadequate or at a loss. Competitiveness in a workplace is good when it is productive; not when it is insulting. They should show good management in stressful situations, encouraging clear minds and consideration for opposing viewpoints[harvard source again]. In summary, they should be able to develop a sense of mutual respect and trust with coworkers and maintain it by demonstrating stability, empathy, communication, and a willingness to put their grievances to the side and perform their task for the betterment of the team when the need arises.

An, insofar, unmentioned element of Emotional Intelligence is Adaptability. General demonstrations of Emotional Intelligence have been mentioned, but not every situation is a general situation. While you can influence the social environment around you, you cannot always influence the long term habits and day to day events that happen to others [3]. It is important to be able to quickly recognize and react to situations accordingly. Personally, this is where I believe the Motivation aspect of Emotional Intelligence shows its face. By understanding yourself and why *you* want to influence the people around you, you more quickly understand, consciously or subconsciously, how you should react to situations as they appear. To tie this into Motivation, a developed sense of the *self aspects* of Emotional Intelligence leads towards the development of the *social aspects*, and introspection on the actions you perform with these aspects leads towards an understanding of your own *motivations*. Adaptability comes from a developed understanding of your own motivations, and it is the culmination of the five key aspects of Emotional Intelligence.

Emotional Intelligence is an only recently understood and spoken for skill that plays an integral role in any workplace. With a good understanding of Emotional Intelligence, leaders should be able to instill good communication in the team and enable team members to work efficiently and cohesively. Team members should be able to communicate effectively and establish respect, trust, and the willingness to ask for or offer help. Demonstrating Emotional Intelligence is a self-motivating process that leads to an adaptable worker that is able to promote efficiency, lower stress, and have a positive influence on interconnectivity in the workplace.

Works Cited

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