

Reading Assignment

Emmerling, R. J., & Goleman, D. (2003, October). *Emotional intelligence: Issues and common misunderstandings*. The Consortium for Research on Emotional Intelligence in Organizations. http://www.eiconsortium.org/pdf/El_Issues_And_Common_Misunderstandings.pdf

- Read pages 16-23

Mosaic. (2010, January 4). White paper: Social and emotional intelligence. https://www.mosaicprojects.com.au/WhitePapers/WP1008_Emoional_Intelligence.pdf

- Read the white paper to further familiarize yourself with EI and find out the proper definitions, background information, dispel some myths surrounding EI and learn about additional EI assessment factors.

The Myers & Briggs Foundation. (n.d.). *MBTI basics*. <https://www.myersbriggs.org/my-mbti-personality-type/mbti-basics/>

The Myers & Briggs Foundation. (n.d.). *The 16 MBTI types*. <https://www.myersbriggs.org/my-mbti-personality-type/mbti-basics/the-16-mbti-types.htm>

- Read the information on MBTI carefully and ask yourself, *while reading*, which letters describe your preferences the best. You are **not** asked at this point to take the actual test, just self-assess. *Note:* There are 16 MBTI types and all of them are valuable and important.

Cherniss, C. (1999). *The business case for emotional intelligence*. The Consortium for Research on Emotional Intelligence in Organizations. http://www.eiconsortium.org/pdf/business_case_for_ei.pdf

Video Resources

Harvard Business Review. (2008, August 11). *Social intelligence and leadership* [Video]. YouTube.



- This video uses a short interview of Daniel Goleman, Psychologist, to define emotional intelligence and social intelligence and give examples of these in the context of the organization and leadership. There is also a short discussion about changing the culture and getting feedback in the workplace in order to improve these skills and abilities.

Information About Next Week's MBTI-Related Exercise: Please, note that next week we will continue this exercise and you will be provided with a link where to take the relevant sorting test. This will be different from the non-obligatory test you might have taken at the beginning of this course. Please, know that when reading this Unit, you are asked to concentrate on the functional meaning of the information provided, understand the philosophy as well as your profile—as YOU perceive it. This is important, as next week your written task will be directly linked with what you learned this week and your ability to take each part of the MBTI preference-orientation and translate it (so to speak) into a very simple language that would appeal to a totally different individual. This means that you need to understand the MBTI tool—and not only know your preferences. So, if your self-assessment profile, that you are finding out this week, is ISTJ (for instance), you may find that with an online test that your profile is different than you thought. This means knowing what it means when one has a particular type—not only yours. Knowing means being able to explain it to others, as well as use it as a tool to enhance your management of emotions, when it comes to using techniques and applying strategies. That is another reason why this week you need to spend quality time understanding the different types and what they really mean.