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# Positive Psychology of Emotional Intelligence (EI)

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# Emotional Intelligence (EI)

EI is the ability to understand & manage emotions of oneself & others.

**“the capacity for recognizing our own feelings and those of others, for motivating ourselves, and for managing emotions well in ourselves and in our relationships”**

**— Daniel Goleman**

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# Why Emotional Intelligence?

**“There is a growing body of research findings that scientifically demonstrates that emotional intelligence predicts how well we perform at home, school and in the workplace.”**

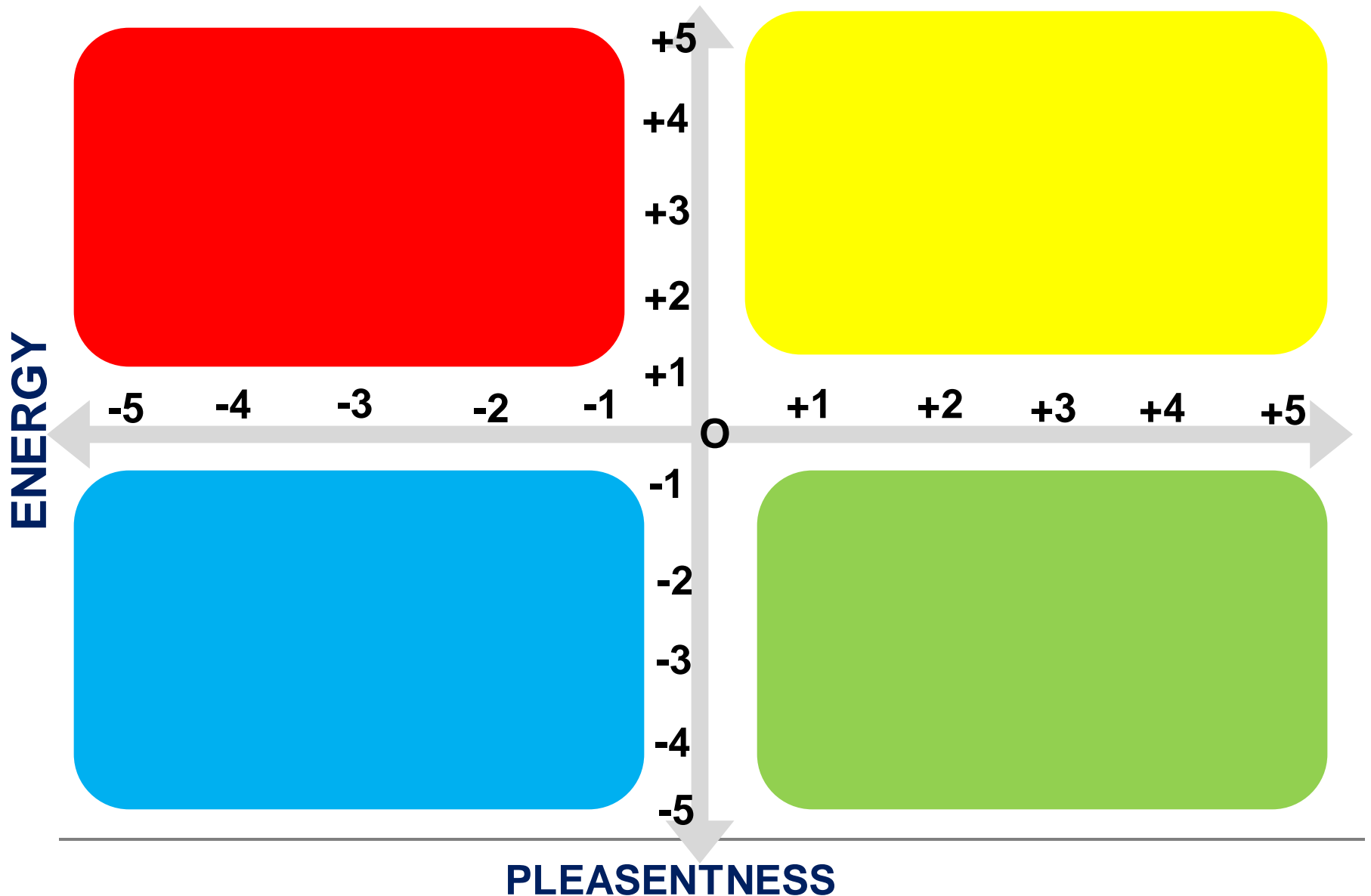
**Reuven Bar-On, Ph.D.  
2004**

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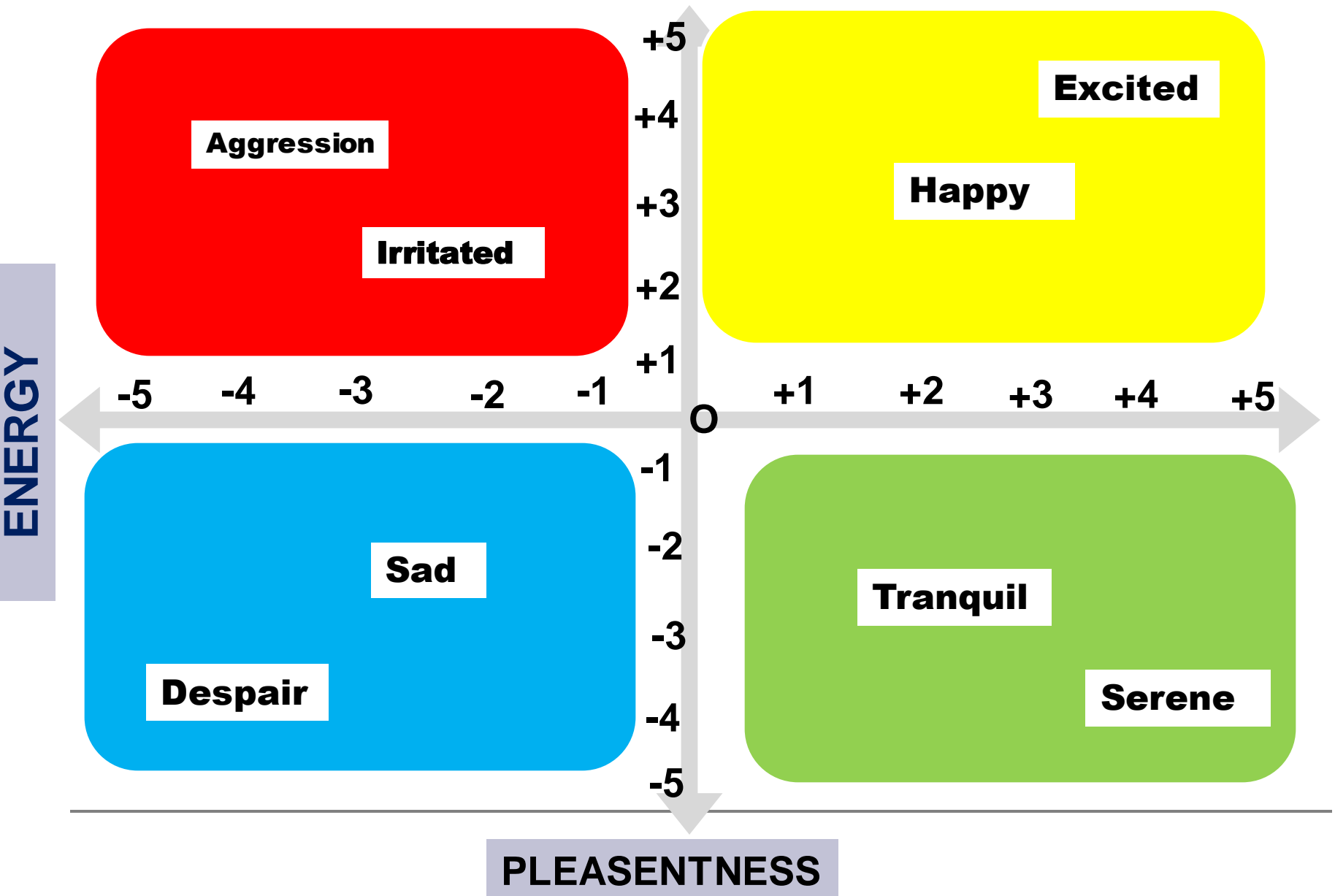
# How Does EQ Differ From IQ?

EQ (EI)	IQ (I)
<ul style="list-style-type: none"><li>● <u>Focus</u>: developing an understanding of and an ability to manage emotions</li></ul>	<ul style="list-style-type: none"><li>● <u>Focus</u>: developing one's cognitive abilities; more academically oriented</li></ul>
<ul style="list-style-type: none"><li>● Can be enhanced throughout one's life</li></ul>	<ul style="list-style-type: none"><li>● Generally thought to be largely established at birth and cannot be enhanced</li></ul>
<ul style="list-style-type: none"><li>● Recently understood to be an important predictor of one's potential for success</li></ul>	<ul style="list-style-type: none"><li>● Has been traditionally used to predict potential for one's success</li></ul>
<ul style="list-style-type: none"><li>● Fosters understanding and management of own emotions</li></ul>	<ul style="list-style-type: none"><li>● Allows development of needed knowledge base</li></ul>
<ul style="list-style-type: none"><li>● Promotes positive relationships</li></ul>	<ul style="list-style-type: none"><li>● Enables development of technical skills and abilities</li></ul>
<ul style="list-style-type: none"><li>● Increases self-motivation &amp; drive</li></ul>	<ul style="list-style-type: none"><li>● Enables conceptual thinking</li></ul>

# YOUR MOOD METER TODAY

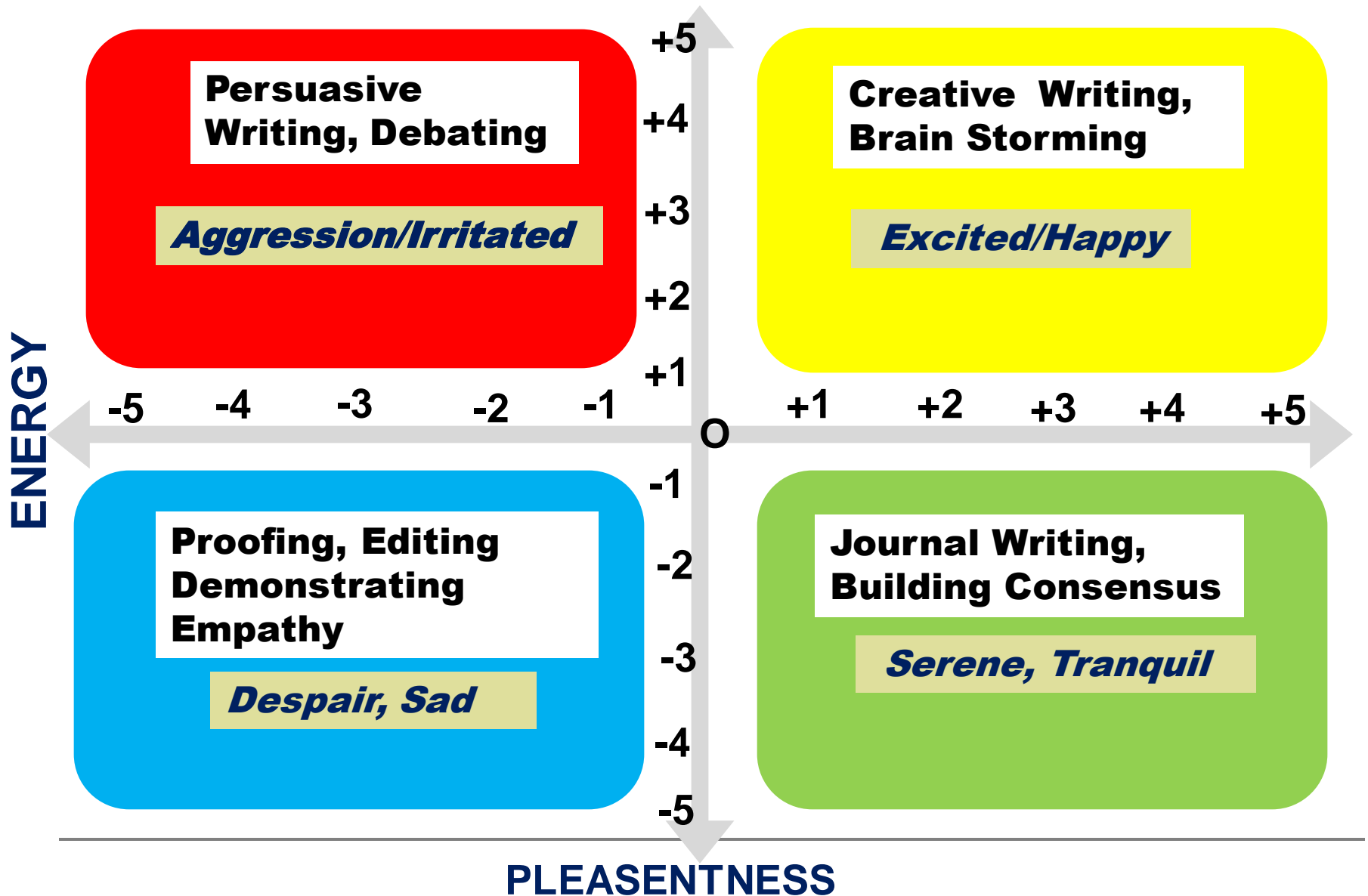


# YOUR MOOD METER TODAY





# Using Emotions Intelligently





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# Emotional Intelligence (EI)

Many intrapersonal & interpersonal competencies make up EI.

## **Intrapersonal**

- Self-awareness
- Self-regulation
- Motivation
- Resilience
- Management of stress

## **Interpersonal**

- Showing empathy
- Social skills
- Showing tolerance  
towards beliefs of others.

## Studies showing relationship between EI & PS

- EI can be considered an integral part of the PS based on theoretical and empirical evidence to support.
  - Emotional-social intelligence is an array of interrelated emotional and social competencies and skills that determine how effectively individuals understand and express themselves, understand others and relate with them, and cope with daily demands, challenges and pressures.
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- The similarities in positive human characteristics and strengths, that are studied in both fields are as the following:

- (a) self-regard which is based on accurate self-awareness;
  - (b) understanding how others feel, compassion and altruism which are based on social awareness and empathy
  - (c) social skills which are based on the capacity for social interaction;
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(d) group identity, social responsibility, cooperation and teamwork;

(e) impulse control, self-regulation and the ability to control emotions;

(f) good decision making, effective functioning and achievement-oriented high performance, which are based on personal and interpersonal problem solving;

(g) optimism and hope;

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(h) self-actualization and the drive to achieve goals, flourish, thrive and lead a meaningful and fulfilling life.

(i) general happiness, subjective well-being and the ability to generate and use positive mood.

EI has a significant impact on (a) human performance, (b) happiness, (c) well-being and (d) the quest for meaning in life, all of which are the focus of interest in positive psychology.

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## ■ **EI & Academic Performance:**

The findings from four studies demonstrating a significant relationship between emotional intelligence and academic performance have been summarized by Bar-On in 2007; and the correlation coefficients have been found to range from **0.41 to 0.45**.

Students high on EI are able to make a successful transition from high school to university.

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## ■ EI & Academic Performance:

Based on the studies that were summarized, the EI factors that impact academic performance the most are the ability to effectively manage emotions and cope with stress, the ability to put things in correct perspective, the ability to solve problems of a personal and interpersonal nature, the drive to set and accomplish personal goals, and optimism (Bar-On, 2007).

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## ■ EI & Occupational Performance:

EI has consistently demonstrated a highly significant relationship with occupational performance. The average predictive validity coefficient for these studies is 0.55 (Bar-On, 2006b).

These results were supported by findings reported by Brackett and Salovey (2004), revealing correlation coefficients ranging between 0.22 and 0.46.

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A consensus of findings of various studies indicate that the most powerful EI contributors to occupational performance are the ability to :

- (a) be aware of and accept oneself;
  - (b) be aware of others' feelings;
  - (c) manage emotions;
  - (d) be realistic and put things in correct perspective;
  - (e) have a positive and optimistic disposition.
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## ■ **EI & Happiness:**

- Happiness was considered by Wechsler to be a key “conative” (striving) factor that has a positive impact on “intelligent behavior”
  - It both monitors one’s immediate well-being and interjects positive mood in the way individuals cope with daily demands, challenges and pressures.
  - Positive mood fuels the emotional energy required to increase one’s motivational level to get things done and then tells them how well (intelligently) they are doing.
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- In an effort to better understand the relationship between EI and PS vis à vis happiness, Reuven Bar-On examined the correlation between happiness and EI in a sample of 51,623 individuals. A correlation of 0.78 was revealed, indicating that EI is highly associated with happiness representing a domain overlap of over 60%.
  - Using a different self-report measure of emotional intelligence, Furnham and Petrides (2008) received a correlation of 0.70 which supports the results received by Bar-On.
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## ■ **EI & Well-being:**

- In a study (Bar-On, 2005) on a sizable sample (n = 3,571), the relationship between EI and well-being was highly correlated (0.76).
  - Following EI competencies and skills contribute the most to the subjective state of Well-being:
    1. Emotional self-awareness,
    2. Accurate and positive self-regard,
    3. Self-actualization, &
    4. Effective reality testing.
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