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Emotional intelligence or Emotional Quotient (EQ) is the ability to understand, use, and manage your own emotions in positive ways to relieve stress, communicate effectively, empathize with others, overcome challenges and defuse conflict.

Benefits of Emotional Intelligence

Emotional intelligence (EI) is the ability to recognize, understand, and manage one's own emotions, as well as to recognize and respond appropriately to the emotions of others. Here are some benefits of having strong emotional intelligence:

- **Improved relationships:** Individuals with high emotional intelligence are better able to understand and communicate their feelings, which can lead to stronger relationships with others. They are also better able to empathize with others and build rapport.
- **Effective communication:** People with strong EI are better able to express their thoughts and feelings in a clear and respectful manner, while also listening actively to others. This helps to minimize misunderstandings and conflict.
- **Better stress management:** High EI can also help individuals to better manage stress, as they are more aware of their emotions and are able to regulate them effectively. They are also more resilient in the face of challenging situations.
- **Enhanced decision making:** Emotional intelligence can help individuals to make better decisions by allowing them to consider and balance both their emotions and rational thoughts. They are also better able to understand the emotions and perspectives of others when making decisions that affect them.
- **Improved leadership skills:** Leaders with strong emotional intelligence are better able to inspire and motivate their team members, as they are able to understand and respond to their needs and emotions.

Snippet from [Wikipedia: Emotional intelligence](#)

Emotional intelligence (EI) is defined as the ability to perceive, use, understand, manage, and handle emotions. People with high emotional intelligence can recognize their own emotions and those of others, use emotional information to guide thinking and behavior, discern between different feelings and label them appropriately, and adjust emotions to adapt to environments.

Although the term first appeared in 1964, it gained popularity in the 1995 bestselling book *Emotional Intelligence* by science journalist Daniel Goleman. Goleman defined EI as the array of skills and characteristics that drive leadership performance. Some researchers suggest that emotional intelligence can be learned and strengthened, while others claim it is an inborn characteristic.

Various models have been developed to measure EI. In 1987, Keith Beasley used the term **Emotional Quotient (EQ)** in an article, named after the Intelligence Quotient (IQ). The *trait model*, developed by Konstantinos V. Petrides in 2001, focuses on self reporting of behavioral

dispositions and perceived abilities. The *ability model*, (Mayer et al., 2004) focuses on the individual's ability to process emotional information and use it to navigate the social environment. Goleman's original model may now be considered a *mixed model* that combines what has since been modeled separately as *ability EI* and *trait EI*.

Recent research has focused on emotion recognition, which refers to the attribution of emotional states based on observations of visual and auditory nonverbal cues. In addition, neurological studies have sought to characterize the neural mechanisms of emotional intelligence.

Studies show that there is a correlation between people with high EI and positive workplace performance, although no causal relationships have been shown. EI is typically associated with empathy because it involves a person connecting their personal experiences with those of others. Since its popularization in recent decades, methods of developing EI have become sought by people seeking to become more effective leaders.

Criticisms have centered on whether EI is a real intelligence, and whether it has incremental validity over IQ and the Big Five personality traits. However, meta-analyses have found that certain measures of EI have validity even when controlling for IQ and personality.

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capability

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