

Let's get emotional

Emotional Intelligence (EI) can arguably be considered one of the most complex concepts in psychology. Researchers refer to this form of intelligence as the capacity for recognizing our own feelings and those of others. This includes the ability to motivate ourselves, and to deal with our own and other people's emotions ("dealing" in the sense of understanding where they are coming from and knowing how to manage or express them appropriately). EI describes abilities distinct from, but complementary to, academic intelligence or the purely cognitive capacities measured by IQ.

There was a time when IQ was considered the leading determinant of success. In his fascinating book based on brain and behavioral research, Daniel Goleman argues that our IQ-idolizing view of intelligence is far too narrow. Instead, Goleman makes the case for "emotional intelligence" being the strongest component of success. He defines emotional intelligence in terms of self-awareness, altruism, personal motivation, empathy, and the ability to love and be loved by friends, partners, and family members.

According to Goleman, people who possess high emotional intelligence are those who truly succeed in work and play, building flourishing careers and lasting, meaningful relationships. Because this type of intelligence isn't fixed at birth (as with many others), Goleman outlines how adults as well as parents of young children can sow the seeds of emotional awareness.

In the business world, employees and managers who possess higher than average EI are typically effective communicators and leaders. EI is more than a theoretical construct - it has practical applications that affect how an organization and individual employees perform. That's part of the reason why EI training programs are so successful, as they promise organizations marked improvements in horizontal and vertical communication, better productivity, teamwork, and stress management.

It's also the reason why EI should be a differentiating factor in hiring decisions. And this is precisely why we at PsychTests spent so much time improving the reliability and validity of our EI assessment. Taken by over 400 000 users PsychTests' Emotional Intelligence Test incorporates the following components:

- Self Report Component: How the person perceives his/her ability to understand personal emotions and those of others, ability to motivate oneself, and level of comfort with becoming close with others.



- Abilities Component: Ability to identify emotions in others, understand complex emotional situations, and understand how to best deal with emotions. In this segment of the test, the test-taker is shown pictures of situations and interactions between people, and is asked to make judgments and infer their emotions based on a context.
- Emotional Insight: Measures aspects of self-esteem, recognition and control of emotions.

This assessment was used by organizations like Fidelity Investments for training purposes and is our best selling product. If you wish to increase your company's EBITDA by increasing your EI, contact us today.