

Emotional Intelligence Handout

Anil Friedman

>> [Emotional Intelligence Playlist](#) <<



About Anil Friedman

- ▶ Leadership and International Protocol Consultant
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Connect with Anil Friedman

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What is Emotional Intelligence?

“Anyone can be angry--that is easy.

But to be angry with the right person, to the right degree, at the right time, for the right purpose, and in the right way--that is not easy.” - Aristotle

EI is our ability to recognize, understand and regulate our emotions to thrive both emotionally and intellectually in the universe.

The term “Emotional Intelligence” was first used by Peter Salovey and John D. Mayer in an article published in 1990.

- ▶ Salovey and Mayer - “Emotional intelligence is the ability to perceive emotions, to access and generate emotions so as to assist thought, to understand emotions and emotional knowledge,
- ▶ and to reflectively regulate emotions so as to promote emotional and intellectual growth.”

In 1995 psychologist and science journalist Daniel Goleman published his book “Emotional Intelligence”.

- ▶ Goleman - “Emotional intelligence is the capacity for recognizing our own feelings and those of others, for motivating ourselves, and for managing emotions effectively in ourselves and others. An emotional competence is a learned capacity based on emotional intelligence that contributes to effective performance at work.”
- ▶ The World Economic Forum: The nature of work and careers is changing fast - and in the future, the right skills will be prized over academic qualifications alone.

Emotional intelligence is one of the top ten skills you will need for the future of work.

- ▶ Harvard University: The professional world is always evolving, and today that evolution is largely spurred by advances in technology. Despite this, today's emerging skills are more about emphasizing innately human capabilities than manipulating machines.

Emotional Intelligence is one of the 10 Emerging Skills for Professionals. [Source](#).

What are the benefits of EI?

- Overall wellbeing and happiness
- Academic achievement
- Leadership
- Focus
- Mindfulness
- Work performance
- Adaptability
- Resilience
- Positive attitude
- Conflict management
- Personal and professional relationships

According to Yale Center for Emotional Intelligence, children with higher emotional intelligence :

- ▶ Tend to have less anxiety, depression,
- ▶ They are less likely to abuse drugs, alcohol, and cigarettes,
- ▶ Tend to be less aggressive and less likely to bully others.
- ▶ They perceived by their teachers as:
 - ▶ Better leaders,
 - ▶ Are more attentive and less hyperactive in school,
 - ▶ Perform better academically.

How does EI relate to effective leadership?

According to the Yale study, Managers/Leaders with higher Emotional Intelligence:

- ▶ Have greater sensitivity and empathy, and are more expressive,
- ▶ Are rated more effective leaders by direct reports and managers,
- ▶ Receive greater merit increases,
- ▶ Receive higher performance ratings.

Important Links:

[Yale Center for Emotional Intelligence](#) | [Emotional Intelligence: Why it can matter more than IQ by Daniel Goleman](#)