

A background on emotional intelligence and iq



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For many years lots of emphasis has been put on certain aspects of intelligence such as spatial skills, math skills, logical reasoning, verbal skills understanding analogies etc. Researchers were complicated by the fact that while IQ was able to predict academic performance to a significant degree and, in some way, personal and professional success, there was still something missing in the equation. Some of those people that they had fabulous IQ test results they did in life in a poor way and someone is able to say that they were wasting their potential by thinking, communicating and behaving in a way that hindered their chances to succeed in their life later. Emotional intelligence (EI) in the other hand is the capacity, skill, ability or in the case of the trait emotional intelligence model it is a self-perceived ability which helps in order to control, access and identify the emotions of himself/herself, of others and of different groups. Many different structured models have been proposed to the scientific community but there is a great disagreement on how this term should be used. Despite these disagreements, which most of the times end to be technical, the trait emotional intelligence and ability emotional intelligence models, but not the mixed models, enjoy support in the literature and have successful applications in a variety of domains.

The first roots of emotional intelligence we can say that it is Darwin's work on the importance of second adaptation and the expression of the emotion for survival. Around the 20th century, although most of the traditional definitions of intelligence emphasized problem-solving and memory and generally cognitive aspects, many influential researches in the intelligence field had shown how important are the non-cognitive aspects in the field of

intelligence. In 1920 for example, E. L. Thorndike in order to describe the skill of understanding and managing other people he used the term social intelligence. In the same manner, David Wechsler in 1940, described on intelligent behavior the influence that non-intellective factors have, and furthermore he argued that we should adequately describe these factors in order the models of intelligence to be complete. In the same manner Howard Gardner in 1983 in his book *Frames of Mind: The Theory of Multiple Intelligences* he was the first that introduced the idea of multiple intelligences which included both intrapersonal intelligence which is the capacity to appreciate one's feelings, motivations and fears and to understand oneself and interpersonal intelligence which is the capacity to perceive the motivations, desires and intentions of other people. On the other hand Gardner's opinion was that IQ scores only are not able to explain one's cognitive ability. Thus, although the names given to the concept had a wide variety, there was a common belief that traditional definitions of intelligence and IQ scores only were lacking in ability to fully explain the cognitive performance outcomes of a person. The first one who used the term "emotional intelligence" is usually attributed to the doctoral thesis of Wayne Payne, *A Study of Emotion: Developing Emotional Intelligence* which was made in 1985. However, prior to this, the term "emotional intelligence" had appeared in Greenspan in 1989 and in Leuner in 1966 also put forward an EI model, followed by Mayer and Goleman, and Salovey. The distinction between ability emotional intelligence and trait emotional intelligence was introduced in the start of the 21st century.

Substantial disagreement exists regarding the definition of EI, with respect to both operationalizations and terminology. It has been a contrary issue according to the exact meaning of this term. The field is growing so rapidly and the definitions are so varied, that researchers are constantly re-evaluating even their own definitions of the concept of emotional intelligence (EI). Until now there are three main models of emotional intelligence which are the Trait model, the Ability model and Mixed models which are usually subnamed as under-trait emotional intelligence. The different models of EI have led to the development of various instruments for the assessment of the emotional intelligence. Most researchers agree that they tap different constructs, even if some of these measures may overlap.

The ability model was first proposed by Salovey and Mayer. Salovey and Mayer's conception of EI strives to define EI within the confines of the standard criteria for a new intelligence. According to the continuing research that they followed, their initial definition of EI was the following " The ability to intergrate emotion, perceive emotion, to understand emotions, facilitate thought and to regulate emotions to promote personal growth.". The ability-based model views emotions as useful sources of information that help one to make sense of and navigate the social environment. The model proposes that individuals differ in their ability to relate emotional processing to a wider cognitive behavior and in their ability to use information of an emotional nature. This ability is seen to manifest itself in certain adaptive behaviors. The model suggests that EI includes four types of abilities: 1) The perceiving emotions- the ability to decipher and detect emotions in voices, pictures, cultural artifacts and faces-including the ability to identify one his personal

emotions. Perceiving emotions represents a basic aspect of emotional intelligence, as it makes all other processing of emotional information possible. 2) Understanding emotions- the ability to appreciate complicated relationships among emotions and the ability to understand emotion language. 3) Using emotions- the ability to harness emotions in order to facilitate various cognitive activities, such as problem solving and thinking. The emotionally intelligent person can capitalize fully upon his or her varying moods in order to best suit the topic at hand. 4) Managing emotions- the ability to regulate our own emotions others and ourselves. Therefore, an emotionally intelligent person can harness emotions, even negative ones and finally manage them in order to achieve wanted goals.

According to mixed models it is a concept proposed by Daniel Coleman and this concept is focused on emotional intelligence as a wide array of skills and competencies that drive the leadership performance. The four main emotional intelligence constructs that Coleman outlined are: 1) Relationship management- the ability to develop, influence and inspire other people while they have to confront a managing conflict. 2) Social awareness- the ability to understand, sense and react to other peoples' emotions while they have to comprehend social networks. 3) Self-management- involves controlling our personal impulses and emotions and coping to changing situations. 4) Self-awareness – the ability to identify someone's emotions and recognize their result while using gut feelings to guide decisions. Goleman has made a set of emotional competencies within each construct of emotional intelligence. Emotional competencies are not some kind of an inner talent but it is rather some learned abilities that must be worked on and can be improved to

achieve vary good performance. Goleman says that individuals from the time they are born they have a general emotional intelligence that drives their potential for learning emotional competencies. Goleman and his model of emotional intelligence has been criticized in the research literature as mere “pop psychology”

Petrides and his colleagues suggested a basic distinction between the ability based model and a trait based model of emotional intelligence. Trait emotional intelligence is “a constellation of emotional self-perceptions located at the lower levels of personality”. In a more simplistic way, trait emotional intelligence refers to an individual’s self-perception of his or her emotional capabilities. This try to define the emotional intelligence encompasses self perceived abilities and behavioral dispositions and is measured by self report, as opposed to the ability based model which refers to actual abilities, which have proven to be very difficult to measure scientifically. Trait emotional intelligence should be investigated in a certain framework of personality and that is the reason why trait emotional intelligence is called another words trait emotional self-efficacy. The conceptualization of emotional intelligence as a personality trait drives to a model that lies outside the taxonomy of human cognitive ability. This is an important distinction between this concept of emotional intelligence and the other concepts.

Another concept of emotional intelligence is the Bar-On model of emotional-social intelligence. The Bar-On is defined as emotional intelligence which is being concerned with relating well to people, effectively understanding oneself and others, and coping and adapting to with the immediate

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surroundings to succeed in dealing with the demands of the environment. Bar-On suggests that emotional intelligence can develop through time and that it can be modified in a good manner by therapy, programming and through training. Bar-On model hypothesis is that those people with higher than average EQs are generally more successful in meeting the demands of the environment and all different kinds of pressures. He notes as well that a deficiency in EI can mean the existence of emotional problems and lack of success. Problems in coping with an individual's environment are thought by this concept to be especially common among those individuals lacking in problem solving, impulse control the subscales of reality testing and stress tolerance. Generally speaking, Bar-On considers IQ (cognitive intelligence) and EQ (emotional intelligence) are closely related and that they are both very crucial for a person's general intelligence which then shows an indication of an individual's potential to have a successful life. On the other hand, this explanation of emotional intelligence made many to be doubtful about this model in the research literature in particular about the doubtful validity of self-report as an index of emotional intelligence and in scientific settings it is being replaced by the trait emotional intelligence which we mentioned before.

Alexithymia is a state in some individuals seem to be deficient in many domains that have to do with the emotions such as processing, describing, and understanding their own emotions, another words alexithymia is a kind of disorder that has to do with our emotions. The scientist who spoken for the first time about this term is Peter Sifneos a scientist from Greece and this word derives from two different greek words: the greek word λέξις (lexis)

and the other greek word ἦθος (thimos) which means feeling. Viewed as a spectrum between high and low EI, the alexithymia construct is strongly inversely related to EI, representing its lower range. The level of alexithymia of someone is able to be measured with two self-scored questionnaires. The first one is the Toronto Alexithymia Scale (TAS-20) and the other one is the Bermond-Vorst Alexithymia Questionnaire (BVAQ). Alexithymia can also be observed by rated measures like the Observer Alexithymia Scale (OAS).

Emotional intelligence, as any other new perspective in science, has been criticised widely within the scientific community. At first emotional intelligence has been criticised for not being a recognisable form of the science. Locke (2005) claims as a concept emotional intelligence is in itself a not well interpreted form of the intelligence, and he offered a different interpretation: it is not a different type of intelligence, but intelligence the ability to grasp abstractions applied to a particular life domain which is our emotions. He suggested that the concept should be renamed and referred as a type of skill. What this criticism says is that scientific inquiry depends on the validity and the consistency of construct utilization and that before the establishment of the term emotional intelligence, psychologists had made theoretical distinctions between terms like habits and skills, achievements and abilities, emotional states and personality traits and values and attitudes. Therefore, some scientists believe that the term emotional intelligence conflates and merges such accepted definitions and concepts. Eysenck wrote in 2000 that the description that Goleman made of emotional intelligence contains general assumptions about intelligence, and that it

opposed to what researchers have come to expect when they are studying types of intelligence