

# Emotional intelligence and social intelligence education essay



**ASSIGN  
BUSTER**

Focusing on Emotional and Social Intelligence, videos, pictures and documents would be used. Emotional and Social Intelligence is connected with social awareness, relationship management, self & social awareness. This allows people to manage, know or have in-depth of their social interactions and also their own and other people's emotions.

Wendy Zitocom, (2012). [www.wendyzito.com](http://www.wendyzito.com): Leadership in challenging times, Emotional Intelligence vs. Social Intelligence | Wendy Zito, online video, accessed 21 February 2012,

Leadership development through EI and SI is illustrated below through the diagram. In the development of a leader, the leader first has to be self aware which would lead one to being socially aware and to be able to manage self and influence one has on others.

[http://4.bp.blogspot.com/-DvuvUwsCN4Y/TaZ-EGo5III/AAAAAAAAAxk/9yQfqcalouw/s1600/EI+Char](http://4.bp.blogspot.com/-DvuvUwsCN4Y/TaZ-EGo5III/AAAAAAAAAxk/9yQfqcalouw/s1600/EI+Chart.gif)

[t.gif](http://4.bp.blogspot.com/-DvuvUwsCN4Y/TaZ-EGo5III/AAAAAAAAAxk/9yQfqcalouw/s1600/EI+Chart.gif)

Johari window would serve as the major toolkit in developing leaders Emotional and Social Intelligence.

Element 2: Diagnostic:-

How the toolkit can be used to identify EI and SI

The First toolkit by Wendy Zitocom, (2012) talks about how leadership in the 21st century is to conduct one's self through self-awareness and self-regulations which is Emotional Intelligence and also to take authority over

<https://assignbuster.com/emotional-intelligence-and-social-intelligence-education-essay/>

the impacts it has on others through ones emotions, feelings and actions which is also Social Intelligence.

The second toolkit is The Johari window. It is a tool used to discover one's self, it makes one self-aware and to have understanding of what one is made up by knowing our open, blind, hidden and unknown self. To attain Emotional and Social Intelligence one has to be self-aware.

Element 3: Test: –

Johari window can be used to test EI and SI by improving self-awareness. Johari window questionnaires will be answered by me and an aspiring future leader. This will enable us to have in-depth understanding of ourselves in terms of how solicit to feedback we are and willingness to self-disclosure.

## **Part B**

Emotional Intelligence (EI) and Social Intelligence (SI)

(Amelang et al, 2006) cited (Lievens et al, 2009) who stated during a heated conversation, arguing that during the mid-era, in the 1990's to be precise, Emotional Intelligence has been a psychological build up that has gotten a superlative amount of focus from both academic literatures and practitioners.

(Carmeli et al, 2009) cited (Mayer et al, 1997) stating that the ability to spot, access and bring about emotions in order to support thoughts, to grasp emotions and emotional knowledge which would reflectively adjust emotions in order to boost emotional and intellectual growth. (Mayer et al, 1997), were

amongst the first people in the 1990's to have their definition of emotional intelligence accepted globally. It is known for a fact that people with emotional intelligence have a better level of understanding their emotions as well as knowing how to manage it unlike people with little or no Emotional Intelligence.

Emotional intelligence is the ability to bring oneself to be determined and stand in any circumvention, to take authority over impulse and postpone gratification in order to keep ones mood in check and keep anxiety from enabling one to think, feel compassion and be hopeful, Citing (James et al, 2011) who cited (Goleman, 1995). This means that as far as you are emotionally aware, you can face any situation and still be able to manage your moods effectively, without having it interfere with your actions. Citing (Mohammed, 2011), Emotional intelligence has its origin from the theory of Social Intelligence and this was first reviewed by (Thorndike, 1920).

(Mohammed, 2011) cited (Carmeli et al, 2009) stating that Social Intelligence is the ability to spot, access and bring about emotions and control different people which includes men, women, boys and girls to behave in a manner acceptable to themselves and the society as a whole. (Gardner, 1993) was said to have mentioned Social Intelligence as a part of his Intelligence theories out of seven domains. Gardner also stated that Social Intelligence involves an individual's personal relationship with others and also existing relationship within the individual self or mind. He portrayed two types of intelligence under Social Intelligence, which are Interpersonal Intelligence and Intrapersonal Intelligence. Intrapersonal intelligence can be seen as how a person sees and understand his or her various types of moods and how he

can easily manage them. While Interpersonal is how intelligently a person can understand other people, also how he or she can identify and differentiate people's moods and still be able to manage it.

#### SIMILARITIES BETWEEN EI AND SI

Judging from the above definitions, Emotional Intelligence and Social Intelligence are interwoven, in the sense that people are different and have different ways of identifying behaviours, moods of themselves and others and also knowing how to handle it appropriately.

#### AWARENESS

Emotional and Social Intelligence are based on awareness of emotions, that is, knowing your strengths and weaknesses. People that are emotionally and socially aware perform better than people that have no or little. (Carmeli et al, 2009) cited (Mayer et al, 1997) stating that Emotional Intelligence is the ability to spot, access and bring about emotions, this also means to be aware. (Thorndike, 1920), viewed Social Intelligence as the ability to assimilate. If an individual isn't aware of something, he or she cannot assimilate that thing.

#### MANAGEMENT

The extent to which emotions are managed. They both recognise their emotions and then learn to manage it so it doesn't interfere with their actions. (Mayer et al, 1997) talks about how to adjust emotions in order to boost emotional and intellectual growth. (Gardner, 1993) also spoke about how a person can manage their interpersonal and intrapersonal emotions. Therefore  
<https://assignbuster.com/emotional-intelligence-and-social-intelligence-education-essay/>

management of emotions have a vital role to play being that it is the coordination of emotions in other to attain desired goals.

## BEHAVIOUR

Emotional Intelligence and Social Intelligence have behaviour as a common similarity. People are different in various ways they identify and control emotions. Emotional intelligence deals with how individuals can spot, access and bring about emotions (Mayer et al, 1997). The ability to bring oneself to be determined and stand in the face of any circumvention, being able to take authority, postpone gratification , being able to keep ones mood in check and keep anxiety from enabling one to think or feel compassion, Citing (James et al, 2011) who cited (Goleman, 1995). Social intelligence also deals with intrapersonal intelligence and interpersonal intelligence (Gardner, 1993). Therefore emotional and social Intelligence have to do with an individual's response to emotions.

## CONTROL

They both deal with controlling their emotions as well as others. Social Intelligence is the ability to control different people which include men, women, boys and girls (Thorndike, 1920). Emotional Intelligence is also seen as the ability to control oneself and also a group of people. Therefore they both involve the regulation of emotions.

## DIFFERENCES BETWEEN EI AND SI

## SCOPE

Emotional Intelligence has a broader scope because it affects the way an individual controls oneself and a group of people in the society as a whole while Social Intelligence affects the way an individual is able to use those emotions to relate effectively with others.

### EXPRESSIVENESS

Emotional Intelligence deals with nonverbal communication, mostly when sending messages that are emotional while Social Intelligence deals with verbal expression and the ability to relate with others (Gardner, 1993). They both have the rights to express emotions.

### SENSITIVITY

Emotional Intelligence has the ability to spot and make sense of nonverbal communication of other people while Social Intelligence makes sense of verbal communication of others and uses it to be able to understand social roles, rules and regulations, norm, situations (Riggio et al, 2003). They both possess a degree of responsiveness and awareness to inward and outward emotions.

Judging from the above definition the similarities and differences. I can define Emotional Intelligence as the process of being self-aware and knowing how to control emotions as they arise when faced with certain situations. Social Intelligence can also be defined as how individuals control and perceive their emotions and that of others in order to relate well with them.

### CRITIQUE

## Emotional Intelligence (EI) and Social Intelligence (SI)

The criticisms on EI and SI majors on the fact that the definitions and measures are wide and also unreliable, it places emphases on the strength of other personality and intelligence that has long been. There is still no concrete research that proves that EI and SI lead to leadership success. The issues of how EI and SI relates to concepts like intelligence as a whole, social skills and character is not yet confirmed.

Emotional Intelligence scale (MSCEIT) was developed by Mayer et al, (2002) which greatly describes their approach of EI, but this approach is very complex to use because it needs answers to about 400 items and only takes less than two hours to finish in achieving results of employees emotional intelligence (Wong et al, 2002).

The major quality of a leader is self-awareness. This is so because as a leader you have many followers and having many followers different people behave in different ways. Different ways of reacting to things, assimilating things, also have different levels of emotional intelligence as well as social intelligence. So a leader must be self-aware as a result of different people and different situations he is faced with. Cited by (Dan Moshavi et al, 2003), Most management researchers over the past decades begun to take interest in how self-awareness can affect individuals and also bring about organizational goals. It has been defined as the ability to individually detect ones behaviour (Dan Moshavi et al, 2003) cited (Wicklund, 1997). In addition Self-awareness is the process of being knowledgeable of ones beliefs, character and traits.



Individuals who possess self-awareness are trained to attain a greater height of organizational commitment and satisfaction and they tend to become efficient and effective managers and leaders (Dan Moshavi et al 2003) cited (Atwater et al 1997). Therefore individuals that are self-aware perform effectively on their jobs than individuals who are not.

Leadership has to do with the relationship between a leader and a group of people. Emotional Intelligence and Social Intelligence are key factors affecting a leader being that they have to do with being able to control or take charge when dealing with oneself and a group of people. Leadership also involves interaction with followers, to be a good leader one has to have social intelligence because this enables one to lead and inspire other people through your ability to be compassionate. The attitude of the followers has to do with the characters and emotions of the leader (Bono et al, 2006).

Emotional Intelligence helps a leader to keep ones mood in check (Goleman, 1995), by asking questions like: What condition am I in? How am I faring? How can I improve? And so on while Social Intelligence enables a leader ask questions like: What impact am I having on others as a result of the condition I am in? If I do this how would it affect others? Emotional Intelligence makes a leader to have confidence

## PART C

Value of Johari window

KNOWN TO SELF

UNKNOWN TO SELF

<https://assignbuster.com/emotional-intelligence-and-social-intelligence-education-essay/>

OPEN SELF

BLIND SELF

HIDDEN SELF

UNKNOWN SELF

KNOW TO OTHERS

UNKNOWN TO OTHERS

Johari window which is showed above was named by using the first letters of the first names of the inventor Joseph Luft and Harry Ingham. It is a very good model because it helps to describe the human self. It is a four paned window that is divided into different parts which are the open, blind, hidden and unknown self.

<http://us.cdn2.123rf.com/168nwm/frenta/frenta1012/frenta101200069/8475528-opened-plastic-window-3d-render.jpg>

OPEN SELF: This is what others and I know about myself. It involves my attitude, behavior, skills, knowledge, motives, and most especially information about myself like my name, age etc .

[http://www.visualphotos.com/photo/2x6208156/building\\_with\\_colorful\\_blinded\\_windows\\_1296373.jpg](http://www.visualphotos.com/photo/2x6208156/building_with_colorful_blinded_windows_1296373.jpg)

BLIND SELF: This is what others know about me and I am ignorant of. This

are little data that am not aware about, they can be very sensitive concern

<https://assignbuster.com/emotional-intelligence-and-social-intelligence-education-essay/>

like unworthiness, inferiority complex. These problems are not seen by me but by others and they are very sensitive cases for people to handle.

C: Users\Mercy Osa-Oni\Desktop\7dff315d-9b23-4082-b6c9-

df8b12d632bd\_145.jpg  
HIDDEN SELF: This is what I know about myself that no one knows. Informations known to me about myself that am not willing to share due to trust or pride.

C: Users\Mercy Osa-Oni\Desktop\aae9363a-343e-4d39-9c92-

e0368f4744e4\_145.jpg  
UNKNOWN SELF: This is what no one including myself knows about me.

<http://t1.gstatic.com/images?q=tbn:>

ANd9GcQ0NfHS2Bu\_CDEwkFDOFF6D9JReayPS5\_JuLDTR7KV0aInmJjiqcOhQUH  
DKYg HOW CAN JOHARI WINDOW BE USED TO DEVELOP LEADERS?

Johari window is a tool used to discover one's self, it makes one self-aware. Self-awareness is inevitable for leaders who really want to be successful. It is important for a leader to be self-aware in order to know his or her strength and weaknesses. Leaders have to know their weakness before they can become very effective; this is so because they can take advantage of their capabilities. Also the need to know what guides them in the way they think and interpret situations.

WHAT KIND OF LEADER WOULD JOHARI WINDOW DEVELOP?

Johari window would develop a Self-aware Leader.

[https://encrypted-tbn3.gstatic.com/images?q=tbn:](https://encrypted-tbn3.gstatic.com/images?q=tbn:ANd9GcQwMy6Sb9DM6Kj-0aY1h0OLohsvBhoJkeyI7eLa_2nBbLMtaRBRT)

ANd9GcQwMy6Sb9DM6Kj-0aY1h0OLohsvBhoJkeyI7eLa\_2nBbLMtaRBRT This is because Self-awareness is a must for every effective leader. According to (London et al, 2004) Self-awareness is a necessity for leaders, in order to understand their emotions to enable them to always remain in a positive condition and be empathetic. In other words self-awareness makes a leader maintain the right mood at all time and by this he is able to lead and guide his followers effectively.

Also Self-awareness is embedded in the influence of a leader. A leader must know one's self before he can have an influence on others.

#### TEST RESULT

Johari window Questionnaire was tested on me and an aspiring leader; we were both able to understand that we are more solicitous to feedback than willingness to self-disclosure. The test result showed that I am 45% Solicits feedback and 20% willingness to self-disclosure while the other aspiring leader is 50% Solicits feedback and 25% willingness to self-disclosure.