

# Week 2 dq 1

Business



Emotional intelligence The idea of Emotional Intelligence (EI) is as a result of far-reaching research in the aspects of interpersonal behavior, problem solving and intrapersonal relationships. The idea basically entails the existence of a mental or cognitive skill capable of rationalizing (instead of merely reacting to) emotions. Because of this rationalizing, a person builds a strong capacity to improve thought. The other manner to explain the significance of EI is by pondering about who the most dependable and best leaders are; the ones who during chaos react chaotically or those capable of saving the situation by solving a problem and thus calming the usual chaos of the people (Wraight, 2006).

Consequently, the non-cognitive skills that are entailed in EI are just as significant and crucial to a general study of cognition. A 4 branch Ability Model to Emotional Intelligence comprises of the ability to; correctly pick out emotions in others and oneself, make use of emotions in facilitating thinking, understand emotional implications as well as managing emotions. Such abilities as these would be cited as non-cognitive and are critical skills for communicating. Through communication, people are able to primarily acquire knowledge as well as process information (Baack, 2012).

The intended EI definition aims at setting itself apart from cognitive intelligence specifically since the skills acquired via EI are mostly psychological and behavioral, and not technical. However, there exists a sophisticated and strong scheme in EI especially on matters of advanced solving of problems. The following are some of the semi-cognitive skills which come alongside EI; inferencing, inductive and deductive thinking, critical thinking, decoding of non-verbal signals as well as making predictions on the basis of correlations and observations.

The book, Emotional Intelligence was written by Daniel Goleman and published in 1995. Ever since that time; the term EI has become a fashionable phrase in the world of business particularly to establish somebody's success. In summary therefore; cognitive purposes of intelligence comprise of problem solving as well as memorizing things. On the other hand, on-cognitive purposes include such concerns as whether an individual can get along well with others, possesses good relationships in a group setting and finally has excellent and interpersonal skills. In addition, cognitive intelligence is basically on the basis of Intelligent Quotient (IQ). Normally, EI combines both the cognitive and non-cognitive skills; maintaining the fact that these 2 factors portray an individual's potential to be effective. Nevertheless, some other studies have shown that EI alone cannot be a perfect predictor of effectiveness of a person within the work environment (Baack, 2012).

EQ matters as much as Intellectual ability (IQ) when it comes to success and happiness in life. EQ assists an individual in building strong relationships, be effective while working as well as achieving one's personal and career objectives. EQ is the ability to recognize, utilize as well as manage and understand emotions in a positive manner. Thus EQ impacts several different aspects of an individual's daily life, for instance, in the way one behaves, as well as the way one interacts with the rest of the people (Baack, 2012).

#### Works cited

Baack, Donald. Organizational Behavior. San Diego: Bridgepoint Education Inc, 2012.

Meghann, Wraight. The Impact of EI and Cognitive Style on the Academic

Achievement and Life Satisfaction of College Students. New York: ProQuest, 2007.