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EMOTIONAL INTELLIGENCE :- LADDER OF SUCCESS –Research Article

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Abstract-

Emotional intelligence (EQ) is the ability to understand, and manage your own emotions in positive ways to relieve stress, communicate effectively, and it also include to understand others emotions to help and empathize with others, overcome challenges, and defuse conflict. Emotional intelligence impacts many different aspects of your daily life, such as the way you behave. Think and react with how you interact with others.

If you have high emotional intelligence you are able to recognize your own emotions and others as well, and engage with people in a way that draws them to you. You can use this understanding of emotions to relate better to other people, form healthier relationships, achieve greater success at work, and lead a more fulfilling life.

Keywords-

EQ, IQ, Success, emotional intelligence, emotions, emotional intelligent, emotional quotient .

Introduction-

The term "emotional intelligence" seems first to have appeared in a 1964 paper by Michael Baloch, and in the 1966 paper by B. Leaner entitled *Emotional intelligence and emancipation* which appeared in the psychotherapeutic journal: *Practice of child psychology and child psychiatry*.

First use of the term "emotional intelligence" has been attributed to Wayne Payne's [doctoral thesis](#), *A Study of Emotion: Developing Emotional Intelligence* from 1985.

In 1983, [Howard Gardner](#)'s *Frames of Mind: The Theory of Multiple Intelligences* introduced the idea that traditional types of intelligence, such as [IQ](#), fail to fully explain cognitive ability. He introduced the idea of [multiple intelligences](#) which included both *interpersonal intelligence* (the capacity to understand the intentions, motivations and desires of other people) and *intrapersonal intelligence* (the capacity to understand oneself, to appreciate one's feelings, fears and motivations). The first published use of the term 'EQ' (Emotional Quotient) seems to have been by Keith Beasley in a 1987 article that appeared in the British Mensa magazine.

In 1989 [Stanley Greenspan](#) put forward a model to describe EI, followed by another by [Peter Salovey](#) and John Mayer published in the same year.

However, the term became widely known with the publication of [Goleman](#)'s book: *Emotional Intelligence - Why it can matter more than IQ* (1995). It is to this book's best-selling status that the term can attribute its popularity. Goleman has followed up with several further popular publications of a similar theme that reinforce use of the term. To date, tests measuring EI have not replaced IQ tests as a standard metric of intelligence. Emotional Intelligence has also received criticism on its role in leadership and business success.

However, substantial disagreement exists regarding the definition of EI, with respect to both terminology and operationalization's. Currently, there are three main models of EI:

1. Ability model
2. Mixed model (usually subsumed under trait EI)
3. Trait model

Different models of EI have led to the development of various instruments for the [assessment](#) of the construct. While some of these measures may overlap, most researchers agree that they tap different constructs.

Specific ability models address the ways in which emotions facilitate thought and understanding. For example, emotions may interact with thinking and allow people to be better decision makers (Lyubomirsky et al. 2005). A person who is more responsive emotionally to crucial issues will attend to the more crucial aspects of his or her life. Aspects of emotional facilitation factor is to also know how to include or exclude emotions from thought depending on context and situation. This is also related to emotional reasoning and understanding in response to the people, environment and circumstances one encounters in his or her day to day life

History & theories and concept of EMOTIONAL Intelligence

Albert theory:-human being is part of world but every 1 is different, every thought is different that's why everyone lives in his own world.

Albert & Thedoke theory:-they test intelligence by developing question.

Berrley theory:-he found that emotional ability are 4 times important then Intelligence.

Charles spearman theory:-He develop factor analysis approach in statistics he suggest general I can be analyzed by factor analysis.

David McClelland theory:-Issued a study about relationship between emotional intelligence capability and performance.

David Wechsler theory: -he given the theory of WAIS(Wechsler intelligence scale) and WAIs for children which refer personality contribute to the development of each person intelligence.

Eari hunt theory:-He found the verbal intelligence score is predictable if he knows speed or retrieve information from memory.

Eliis theory:-Ellis suggest how to use social intelligence skills.

Flymin theory:-he suggest as the technology is growing and information is passed from one generation to another intelligence score has risen by 27 points in 60 years.

Genytheory:-People born after 1990 they have better interpersonal skills, computer skills, negotiate everything, enjoy multitasking and hold high expectation.

Goleman theory:-Emotional intelligence provides the foundation for competences of personal and social skills that lead to superior performance in the workplace.

Folk theories of emotions theory:-If you don't vent your emotions, you'll explode .and it will affect your body, mind and soul.

Lewis Thermin theory:- $IQ = \text{mental age} / \text{chronological age} * 100$.

Louis theory: - there are different type of intelligence like word fluency, spatialability, numericalability,memory, verbalcomprehension, perceptual speed, induction reasoning.

Peter Drucker theory:-Integrity, trust worthiness, cleanvision, consistency are of the most important element in emotional intelligence.

Howard theory :- there are different type of intelligence like linguistic intelligence , logical /mathematics ,music intelligence ,Spathic intelligence ,body-kinetic ,interpersonal intelligence ,intrapersonal intelligence ,naturalist intelligence.

Mayor and Salvey theory:-How you can identify your emotions, faceplate them then understand other emotions then manage it.

Robert Sternberg theory:-It suggest that more than 8 analytical intelligence are available and it can be measure by intelligence test.

Robert Thoride theory:-it divides intelligence into mechanical intelligence and social intelligence.

Savant theory:-Every mind is intelligent but it depend because every mental ability has an exception of specific skill.

The Genos Emotional intelligence instrument theory:-The ability to understand your emotions as well as other and control them so that they will get a desire result.

Thustone Theory: - there are different type of intelligence like word fluency, spatialability, numericalability,memory, verbalcomprehension, perceptual speed, induction reasoning.

Sommeevle study:-intelligence can get you a job but emotional intelligence gets you promoted.

Objective of study: - There are 3 objectives of this study:

(a) **Primary Objective** is to understand the inner feeling of our heart by understanding our objective of life; our likes, dislikes with a valid reason, our understanding about the world and what cost we are ready to pay for our success.

(b) **Secondary Objective:** The secondary objective are as follows:

1. Every emotion has its own power if it can be utilized in an intelligent way so That it can give you energy for our success. Otherwise it will destroy us, our mind and body.
2. Understanding of surrounding –If we can understand everything around Us, can place them in a better way and can get best things out of it.
3. To find Positive effects of Emotions.
4. To find Negative effects of Emotions

Research methodology:-

This study is based on secondary sources of information from Publication of various Institutes, Organizations, published newspapers, journals-online & printed, magazines, web Sites, books. The information is collected from libraries and websites. The literature is cross Checked and validated to gives the latest information.

Definition: - Emotional intelligence can be defined as the ability to monitor one's own and other people's emotions, to discriminate between different emotions and label them appropriately and to use emotional information to guide thinking and behavior.^[1] Emotional intelligence also reflects abilities to join intelligence, empathy and emotions to enhance thought and understanding of interpersonal dynamic

Emotional Intelligence may be divided into 2 parts

- A. Emotions
- B. Intelligence

Dictionary meaning of Emotions are:-

1. A mental state that arises spontaneously rather than through conscious effort and is often accompanied by physiological changes; a feeling: the emotions of joy, sorrow, reverence, hate, and love.
2. A state of mental agitation or disturbance: spoke unsteadily in a voice that betrayed his emotion.
3. The part of the consciousness that involves feeling; sensibility.
4. A natural instinctive state of mind deriving from one's circumstances, mood, or relationships with others.
5. Any of the particular feelings that characterize a state of mind, such as joy, anger, love, hate, fear, etc.

Dictionary meaning of Intelligence is

1. The capacity or ability to acquire and apply knowledge.
2. The faculty of thought and reason.
3. The collection of information
4. It also can be defined as many different ways including, but not limited to, [abstract thought](#), [understanding](#), [self-awareness](#), [communication](#), [reasoning](#), [learning](#), having [knowledge](#), [retaining](#), [planning](#), and [problem solving](#).

Dictionary meaning of Emotional intelligence:-

1. Intelligence regarding the emotions, especially the ability to monitor one's own or others' emotions.
2. Awareness of one's own emotions and moods and those of others, especially in managing people.

1. Wikipedia definition-- **Emotional intelligence (EI)** is the ability to identify, assess, and control the emotions of oneself, of others, and of groups. It can be divided into *ability EI* and *trait EI*. Ability EI is usually measured using maximum performance tests and has

stronger relationships with traditional intelligence, whereas trait EI is usually measured using self-report questionnaires and has stronger relationships with personality.

2. Emotional intelligence (EI) refers to the ability to perceive, control and evaluate emotions. Some researchers suggest that emotional intelligence can be learned and strengthened, while others claim it is an inborn characteristic.

One more definition

Emotional intelligence (EQ) is the ability to identify, use, understand, and manage emotions in positive ways to relieve stress, communicate effectively, empathize with others, overcome challenges, and defuse conflict. Emotional intelligence impacts many different aspects of your daily life, such as the way you behave and the way you interact with others.

If you have a high emotional intelligence you are able to recognize your own emotional state and the emotional states of others and engage with people in a way that draws them to you. You can use this understanding of emotions to relate better to other people, form healthier relationships, achieve greater success at work, and lead a more fulfilling life.

Meaning: -**Emotional intelligence (EI)** or **emotional quotient (EQ)** is the ability of individuals to recognize their own and other people's [emotions](#), to discriminate between different feelings and label them appropriately, and to use emotional information to guide thinking and behavior. The term gained prominence in the [1995 book](#) by that title, written by the author, psychologist, and science journalist [Daniel Goleman](#). There are several models of EI. Goleman's own model may now be considered a *mixed model* that combines what have subsequently been modelled separately as *ability EI* and *trait EI*. Goleman defined EI as the array of skills and characteristics that drive leadership performance. The *trait model* was developed by Konstantin Vasily Petrides in 2001. It "encompasses behavioral dispositions and self-perceived abilities and is measured through self-report". The *ability model*, developed by [Peter Salovey](#) and [John Mayer](#) in 2004, focuses on the individual's ability to process emotional information and use it to navigate the [social environment](#).

Studies have shown that people with high EI have greater mental health, exemplary job performance, and more potent leadership skills. For example, Goleman's research in his book, *working with Emotional Intelligence*, indicated that EI accounted for 67% of the abilities deemed necessary for superior performance in leaders, and mattered twice as much as technical expertise or IQ. Other research finds that the effect of EI on leadership and managerial performance is non-significant when ability and personality are controlled for, and that general intelligence correlates very closely with leadership. Markers of EI and methods of developing it have become more widely coveted in the past few decades. In addition, studies have begun to provide evidence to help characterize the neural mechanisms of emotional intelligence.

CONCLUSION :-

A. Everybody has emotions and intelligence but it is rare of the rarest to use both at the same time which is called emotional intelligence.

B. Emotions intelligence decide how successful or failure we are.


C. Emotions intelligence also relate to our health and mental ability.

Emotional intelligence are very important for every living creature for his personal and professional growth

Benefit of emotional intelligence are

1. It can reduce your stress level and increase health up to 80 %.
2. It will increase your personal efficiency 60%
3. It will reduce family problems up to 50%
4. It will increase sales up to 40%
5. It will increase group productivity 30%
6. It will reduce chunk rate up to 20 %

Top Ten Key EQ Skills

1. **Self-Awareness:** is how someone understands their own feelings, behaviors, and motivations. This is demonstrated by being in touch with the perception of others, being aware of strengths and weaknesses, someone who has a candor and sense of humor about themselves and a realistic self-confidence.
2. **Self-Control:** is the ability for a person to manage their impulses to not say or do inappropriate things even when the urge is strong. It includes the ability to think before acting, considering the negative consequences of impulsive behavior and managing feelings constructively rather than allowing them to dominate and undermine performance.
3. **Social Skill:** is the way someone handles themselves in interpersonal interactions. This is demonstrated through reading non-verbal body language, establishing and maintaining effective relationships, and utilizing strategic socializing  to build a wide network.
4. **Motivation:** refers to how someone applies themselves in life. Those with high Motivation are motivated intrinsically and have the ability to persevere toward goals with enthusiasm and determination, even after failure.
5. **Empathy:** is being able to read the emotional needs of another and respond to them in a way that is most appropriate. Someone with high Empathy recognizes that they must frame the same message differently depending on the audience.
6. **Stress Tolerance:** is the ability to handle various levels of stress coming from multiple sources. Those with high Stress Tolerance can handle high levels of stress without losing productivity or effectiveness.

7. **Flexibility:** is the ability to handle changing circumstances and expectations without disruption. Someone with high Flexibility can handle changing conditions and uncertainty while maintaining their productivity.
8. **Influence:** is the ability to understand the spoken and unspoken dynamics of a situation and mediate differences of opinion to negotiate desired outcomes. Someone with high Influence is able to read situations and people in order to positively influence others.
9. **Problem Solving:** refers to how someone recognizes a problem and can think of several viable solutions that can be implemented to create win-win results. Someone with problem solving can evaluate alternatives and solutions thoughtfully and objectively before making decisions and has multiple contingency plans.
10. **Optimism:** is the ability to look at the brighter side of life and to maintain a positive attitude. Optimism is demonstrated by persistence in seeking goals despite obstacles and setbacks, a belief that positive change is possible in themselves and others, someone who sees each problem as an individual occurrence rather than a grand plan against them and who operates from the hope of success rather than the fear of failure.

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