

# **EMOTIONAL INTELLIGENCE THEORY OF DANIEL GOLEMAN**

By

Monojit Gope

Research Scholar

# INTRODUCTION

- ❑ Emotional intelligence (EI) is the ability to perceive, understand, manage, and use emotions in positive ways.
- ❑ It is a key component of successful leadership and personal well-being.
- ❑ Daniel Goleman is a psychologist who popularized the concept of EI in his book, *Emotional Intelligence: Why It Can Matter More Than IQ*.

# HISTORY OF THE THEORY

- ❑ The concept of emotional intelligence (EI) has been around for centuries, but it was not until the 1990s that it gained widespread attention. The term was first coined by Peter Salovey and John Mayer in 1990, who defined it as "the ability to monitor one's own and others' emotions, to discriminate among them, and to use this information to guide one's thinking and action."
- ❑ Daniel Goleman popularized the concept of EI in his 1995 book, *Emotional Intelligence: Why It Can Matter More Than IQ*. Goleman argued that EI is just as important as IQ for success in life, and he proposed a model of EI that includes five domains.

# KEY EVENTS

- Here are some of the key events in the history of emotional intelligence:
  - ❑ **1964:** Michael Beldoch uses the term "emotional intelligence" in a research paper.
  - ❑ **1985:** Wayne Payne publishes his doctoral dissertation on emotional intelligence.
  - ❑ **1990:** Peter Salovey and John Mayer publish their article "Emotional Intelligence" in the journal *Imagination, Cognition, and Personality*.
  - ❑ **1995:** Daniel Goleman publishes his book *Emotional Intelligence: Why It Can Matter More Than IQ*.
  - ❑ **2000:** The Mayer-Salovey-Caruso Emotional Intelligence Test (MSCEIT) is published.
  - ❑ **2003:** The Bar-On Emotional Quotient Inventory (EQ-i) is published.

# IMPORTANT WORK

❑ Since Goleman's book was published, there has been a growing interest in EI. Researchers have conducted numerous studies on EI, and they have found that it is associated with a number of positive outcomes, including:

- ❑ Greater success in school and work.
- ❑ Better relationships.
- ❑ Happier and healthier lives.
- ❑ Greater resilience in the face of stress.

# WHAT IS EI?

- ❑ EI is made up of five domains:
- ❑ **Self-awareness:** The ability to recognize your own emotions and how they affect you.
- ❑ **Self-regulation:** The ability to manage your emotions in a constructive way.
- ❑ **Motivation:** The ability to set goals and persevere in the face of challenges.
- ❑ **Empathy:** The ability to understand and appreciate the emotions of others.
- ❑ **Social skills:** The ability to build and maintain relationships.

# WHY IS EI IMPORTANT?

- EI is important for a number of reasons, including:
  - ❑ It can help you to be more successful in your career. Studies have shown that people with high EI are more likely to be promoted and earn higher salaries.
  - ❑ It can help you to have better relationships. People with high EI are better able to understand and manage their own emotions, as well as the emotions of others. This can lead to more fulfilling and satisfying relationships.
  - ❑ It can help you to be more resilient. People with high EI are better able to cope with stress and adversity. This can help them to bounce back from setbacks and achieve their goals.

# HOW CAN YOU IMPROVE YOUR EI?

- There are a number of things you can do to improve your EI, including:
  - ❑ **Learn to identify your emotions.** Pay attention to how you are feeling and what triggers your emotions.
  - ❑ **Learn to manage your emotions.** Find healthy ways to express your emotions, such as exercise or journaling.
  - ❑ **Develop empathy.** Try to understand the emotions of others and how they are feeling.
  - ❑ **Improve your social skills.** Learn how to build and maintain relationships.



# CONCLUSION

- ❑ EI is an important skill that can help you to be more successful in your career, have better relationships, and be more resilient.
- ❑ There are a number of things you can do to improve your EI, such as learning to identify your emotions, managing your emotions, developing empathy, and improving your social skills.

# REFERENCES

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# THANK YOU

