

Emotional Intelligence

Definition

Emotional Intelligence: the ability to monitor one's own and others' feelings and emotions, to discriminate among them, and to use this information to guide one's thinking and action (Salovey & Mayer, 1990)

It's crucial to be talking about the same thing when considering emotional intelligence.

History

Thorndike (1920) Social Intelligence This is the ability to understand men, women, boys, girls and human relations.

Guildford (1956) conceptualised 120 cognitive abilities, each relation to a single operation applied to a single area of content.

Gardner (1983) Multiple Intelligences Argued that there are two forms of personal intelligences; **intrapersonal and interpersonal.**

In the 60's, the term 'emotional intelligence' emerged.

Salovey & Mayer (1990) developed the first published articles on emotional intelligence.

Goleman (1995) Emotional Intelligence Popularised the idea and expanded the construct to incorporate assertiveness and relationship skills.

Petrides & Furnham (2000, 2001) Trait Emotional Intelligence This made the distinction between trait and ability EI and was the first complete operationalisation of the former.

Salovey & Mayer (1990) Model

Argued that individuals differ in the extent to which they attend to, process and utilise affect-laden information of an intrapersonal and interpersonal nature.

However, this is not founded on any explicit operationalisation of the construct.

When operationalising the construct, we must consider the sampling domain of the construct and ask how we measure the various parts of the construct. To answer the first question, people came up with many definitions and sampling domains. It was also assumed that self-report measures would not suffice to measure emotional intelligence.

Trait EI vs. Ability EI (Furnham & Petrides, 2000)

Ability EI (cognitive emotional ability): actual emotion-related cognitive abilities. Should be measured by maximum-performance tests. Only correlated with empathy (.33, Mayer 1999). No positive associations with IQ, no incremental validity. Difficulties with reliability.

Trait EI (trait emotional self efficacy): emotion-related self-perceptions and disposition. Measured via self-report questionnaires. 153 items, 15 subscales (traits), 4 factors, 1 global trait. The TEIQue maps on to the sampling domains.

How can this be scored against truly veridical (true) criteria. Is this possible? No. (Petrides, Furnham et al. 2005) There is no single, objective, invariant, veridical correct answer.

Consensus Scoring: Scores people weighted by the 'degree of correctness' of the rating (if 55% score the same then the answer receives .55. This is sample-specific and does not discriminate between test takers. Also, no items can ever be 'difficult'.

Expert Scoring: Experts examine the items and decide which are correct. However, this assumes experts have more insight than adults. Also, what is an expert?

"A constellation of emotion-related self-perceptions and dispositions located at the lower levels of personality hierarchies" This is founded on empirical research findings (Petrides & Furnham, 2001).

Sampling Domain (subscales/traits): Adaptability, Assertiveness, Emotion appraisal, Emotional expression, Emotion management, Emotion regulation, Impulsiveness, Relationship skill, Self-esteem, Self motivation, Social competence etc. These map on to 4 factors: EQ-i, EPP Neuroticism, EPP Extraversion, EPP Psychoticism.