

# EMOTIONAL INTELLECT

Goelman, 2008, states that in order to be advanced in all spheres, it is necessary to know that **emotional abilities are twice more important than cognitive.**

People, seeking for success on the highest level, for leaders, the emotional education is the highest advantage. “Bearing the emotional competence the activity itself is twice of two-thirds more effective, therefore identification and encouragement of such people gives great benefit for the organisation” (Goelman, 2008).

Emotional intellect theory disturbs people that link the own success strategy with the mental intellect only. “For example, upon implementation of the metal (IQ) test, a human being can get 10 points from 10, but he may be unable to communicate and get only 2 points from emotional (EQ) intellect test. Such a person may try to compensate this disadvantage overstressing the own mental intellect” (Covey, 2007).

Goelman, 2008, presents an example that indicates that people with a high intellect coefficient sometimes act very badly: “One of the best students at Florida Coral Springs School Jason, studying of level A, attacked his Physics teacher with a knife, because the latter evaluated his work by 80 points and that corresponded to level B. A court discharged him admitting he had lost control during the event” (Goelman, 2008).

Response to a question, what a clever boy could do such a stupid act should be linked with the fact that the learning abilities have not much in common with emotional life. **A high IQ does not guarantee success in life** and ensures as much as 20 percent of the life success; other part is affected by other factors.

Links between the IQ test results and success disappear due to the majority of other character features, brought to life” (Herrnstein, Murray, Cuve, 1994).

Goelman, 2008 is convinced that the whole of “other character features” emotional intellect: ability to substantiate own behaviour, strength upon broken dreams, control on impulses, dissatisfaction with the result attained, mood control, ability to overcome difficult situations, skills to be in other’s position.

**Aptitude does help a person to get ready to life, to learn the appropriate behaviour upon failure, to use the given possibility.**

High IQ does not ensure the prosperity, prestige or success in life.

Our culture gives priority to knowledge, forgetting the emotional intellect, i.e. character features, important for the destiny of each person.

**Just as mathematics and reading, the emotional intellect requires skills and understanding.**

Different skills of a person and intelligence in this sphere is the response to a question, why one person is prosperous and the other with similar mental abilities – poor. Emotional aptitude is the meta-skill, defining the possibility to use other skills, including the pure intellect. People with emotional intellect know how to manage own feelings, feelings of others and have an advantage in any life sphere. Such people are more satisfied by their lives and they succeed more.

Those who cannot control emotions become bad employees, unable to think rationally.