

Relationships Between Emotional Intelligence (EQ) and Other Factors

1. EQ and IQ

Research has found little or no connection between EQ and IQ. You cannot predict EQ based on how smart someone is.

2. EQ and Personality

Personality is the basic way of behaving that defines each of us, and research has found little connection between EQ and personality.

3. EQ and Age

Most people develop greater EQ as they age.

Within any age group, those who excel the most have the highest EQ. They quickly adopt the most effective approach for managing their own behavior and managing relationships.

4. EQ and Gender

The brain functions differently in males and females.

Decades of research show that for regular intelligence:

- Men and women have the same average IQ.
- Men tend to score higher on tests of spatial ability (the mental manipulation of figures in two or more dimensions).
- Women tend to score higher on tests of reading and verbal skills.

For Emotional Intelligence, women score higher in overall Emotional Intelligence and in all EQ skills except Self-Awareness, where the sexes score equally.

Women tend to be:

- More expressive than men.
- More empathetic and sympathetic than men.
- More able to discuss feelings and understand emotional references.

5. EQ and Job Function:

When a person's interaction with people is minimal, his/her focus on people is minimal.

EQ scores were consistent across job functions with two exceptions:

- Engineers scored slightly lower than average.
- Customer service professionals were the only ones who scored higher than average.

The stereotype placed on engineers is that they would prefer to work alone, which is not always the case. An engineer's attention is mainly directed at computers, equipment, or inanimate objects like blueprints and project specifications.

Engineering is a profession that requires a high degree of intelligence to succeed, and many engineers tend toward introversion. Introverts in all types of jobs sometimes find reaching out to others a chore because of their quiet, thoughtful, and sensitive personalities.

Even jobs that require a high IQ and isolated work benefit from Emotional Intelligence. In most situations today, the ability to openly exchange ideas and provide feedback is helpful in meeting goals. Sometimes the job can be done alone, but usually things work better when people work together.

6. EQ and Job Title

EQ scores increase with title until director positions and above, where they drop sharply. Although EQ is the biggest indicator of success in any management position, scores generally decrease with title because people are promoted for their intellect, not their EQ.

Although on average, CEO's have the lowest EQ scores in the workforce, CEO's with the highest EQ scores are the best performers.

7. EQ and Job Performance

People with higher EQ have better job performance. People who work on their EQ – whether it was high or low to begin with – outperform those of similar EQ levels who make no effort to improve.

The impact of EQ is strongest in leadership, sales, and customer service positions, where relationships are the critical commodity.

7. American Deficiencies in Emotional Intelligence

Americans are getting progressively more deficient in Emotional Intelligence. More and more people today are angry, hot tempered, volatile, anxious, depressed, lonely, sulky, disobedient, impulsive, etc.

The generation that is falling behind in EQ is entering the workforce today. Many of them:

- Aren't good at teamwork, sharing data, helping out, etc.
- Aren't good at receiving feedback – they take it as a personal attack.

As parents and others have to work more and are less available, children are spending more time in front of the TV or computer and less time interacting with others.

If families and schools fail to help students master Emotional Intelligence, organizations will be required to provide remedial training when those students become employees.