

Emotional Intelligence Handout

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Abstract

In western society, cognitive intelligence is held in high regard whereas emotional intelligence is all but ignored. Yet, the scientific research of twenty years on the aspect of emotional intelligence clearly shows it is a vital and significant indicator of overall success in life and a necessary part of manifesting our human potential. It has been shown to reduce violence and illness such as depression, anxiety, anorexia, addictions and a host of other maladaptations. Both cognitive and emotional intelligence are human capacities. When our emotional skills are developed in balance with our cognitive skills, we will have a bird with two wings that are equally developed. That bird will then soar.

Bio

Johanna Vanderpol was an accountant who established her company providing training services on computerized accounting systems for small business in 1991. It has since then evolved into a coaching and consulting services to help clients achieve their visions by developing their unique potential. The business became very successful as a result of her recognizing that emotions of owners and employees of business played a key role in its success or failure. She was then able to develop coaching strategies to help her clients move through and manage this unclear and sometimes vulnerable space. Johanna provides workshops and is currently continuing her research the field of emotional intelligence and how it can be incorporated into all aspects of society, including the education curriculum and the workplace. She lives in Ontario with her son.

Websites

www.heartmath.org

The Institute of Heartmath is an organization that provides innovative research on positive emotions and physiology to assist in developing tools and techniques that improve learning, performance and quality of life.

www.6seconds.org

This site is all about developing EI in children and adults - not that there's much difference! Their idea is that it takes about 6 seconds to change your EI, if you choose. Good tools and resource materials to incorporate EI into one's practice or business.

www.eiconsortium.org

This one of the best sites for EI in the world of business with contributions by Daniel Goleman, Dr. Cary Cherniss, Dr. Rueven Bar-On and others.

www.eq.org

An extensive listing of various sites, tools, books, courses on Emotional Intelligence

www.nelig.com

Nelig.com is dedicated to the promotion of emotional literacy for everyone...adults and children alike. Our aim is to promote and resource emotional literacy defined as, "the ability to recognize, understand, handle and appropriately express emotions.

www.kidseq.com

Check this site for the organizations involved in the Kids Emotional Literacy Project.

www.mhs.com

The site that has the extensively validated tools for measuring EI and applying EI in business, education and other organizations, specifically Eqi.

Books:

Emotional Intelligence: Why it can matter more than IQ by Daniel Goleman. 1995.

An excellent starting point with reference to further guide you in your exploration of emotional intelligence.

Working with Emotional Intelligence by Daniel Goleman. 1998.

A continuation of emotional intelligence applied in the business arena.

Executive EQ: Emotional Intelligence in Leadership and Organizations by Robert Cooper, Ph.D. and Ayman Sawaf.. 1997.

Another excellent book in applying EI in organizations.

The EQ Edge: Emotional Intelligence and Your Success by Steven J. Stein, Ph.D. & Howard E. Book, M.D. 2000.

Offers insights and tools for personal and organizational application.

The Handbook of Emotional Intelligence: Theory, Development, Assessment, and Application at Home, School, and in the Workplace Edited by Reuven Bar-On, James D. A. Parker, 2000.

A handbook for professionals, businesspeople, educators, clinicians and students brings together various schools of thought and ways of approaching emotional intelligence.

Raising an Emotionally Intelligent Child by John Gottman, Ph.D. 1997.

A practical guide to raising emotionally competent children.

The Molecules of Emotion: Why you feel the way you feel by Candace Pert. 1997.

A groundbreaking book by a neuroscientist whose pioneering research on how chemicals inside our bodies for a dynamic information network linking mind and body.

Raising Your Emotional Intelligence: A Practical Guide by Jeanne Segal, Ph.D. 1997.

A Hands-on program for harnessing the power of your instincts and emotions. An excellent book with exercises for getting in touch with your emotions through the body. Well worth using in your practice.

Measurement Tests:

BarOn EQ-i

Based on seventeen years of research by Dr. Reuven Bar-On and tested on over 33,000 individuals worldwide, the BarOn Emotional Quotient Inventory (EQ-i) is the first scientifically developed and validated measure of emotional intelligence.

The BarOn EQ-i consists of 133 items and takes approximately 30 minutes to complete. It is based on the most comprehensive theory of emotional intelligence to date and renders an overall EQ score as well as scores for 5 composite scales and 15 subscales. In the United States: MHS Organizational Effectiveness Group, 1-800-456-3003. In Canada: MHS Organizational Effectiveness Group, 1-800-268-6011.

Emotional Competence Inventory 360

The ECI 360 offers a way to assess the strengths and limits of individuals, giving them precise, focused information on exactly which competencies they will want to improve on in order to meet their career goals.. Developed by Richard Boyatzis and Daniel Goleman this measure is designed to assess the competencies in the model of Daniel Goleman's new book *Working With Emotional Intelligence*, 1998 Bantam Books. The use of the ECI 360 is limited to accredited users who can demonstrate their ability to give accurate, comprehensive feedback to their clients. contact: Richard Boyatzis at Reb2@po.cwru.edu .

Multifactor Emotional Intelligence Scale (MEIS)

An ability test designed to measure these four branches of the emotional intelligence ability model of Mayer and Salovey. Contact Chuck Wolfe at Charles J. Wolfe Associates, LLC: Phone: (860) 658-2737, Email: cjwolfe@cjwolfe.com. www.cjwolfe.com

Work Profile Questionnaire - EI Version

The WPQei is an 84 item instrument designed to measure the personal qualities and competencies that employees need to develop to manage emotion at work. Contact Info: www.cimtp.com/page8.htm CIM Test Publishers, 23 Dunkeld Road, Ecclesall, Sheffield S11 9HN, England. Telephone: 0114 236 3811

Take a free EQ test - a great sample to see what EI is all about in real life
www.utne.com/interact/eiq.html