

# Emotional Intelligence and Personality Development

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## **Abstract:**

Emotional intelligence is also one part of personality. We can not define Emotional intelligence form personality. Emotional intelligence is very important parts in personality development. If we want develop personality first develop Emotional intelligence and then develop the other factors.

For that development create some programs use teaching Aids, Teaching models, Principals, and New polices tools etc.

“intelligence is a foundation of personality & Emotional intelligence is pillar of personality.”

## **Emotional Intelligence and Personality Development**

We probably all know people either at work or in our personal lives, who are really good listeners. No matter what kind of situation were in, they always seem to know just what to say – and how to say it – so that were not offended or upset. They’re caring and considerate, and even if we don’t find a solution to our problem. We usually leave feeling more hopeful and optimistic.

We probably also know people who are masters an managing their emotions. They don’t get angry in stressful situations. Instead, they have the ability to look at a problem and calmly find a solution. They’re excellent decision makers, and they know when to trust their intuition. Regardless or their strengths, however. They’re usually willing to look at themselves honestly. They take criticism well, and they know when to use it to improve their performance.

People like this have a high degree of emotional intelligence or EI. They know themselves very well, and they’re also able to sense the emotional needs of others.

Would you like to be more like this?

As more and more people accept that emotional intelligence is just as important to professional success as technical ability, organizations are increasingly using EI when they hire and promote.

For example, one large cosmetics company recently revised their hiring process for salespeople to choose candidates based on emotional intelligence. The result? Salespeople hired with the new system have sold an average, \$91.000 more than salespeople selected under the old system. There has also been significantly lower staff turnover among the group chosen for their emotional intelligence. So, what exactly is emotional intelligence, and what can you do to improve yours?

## **What is Emotional Intelligence?**

We all have different personalities, different wants and needs, and different ways of showing our emotions Navigating through this all takes fact and cleverness – especially if we hope to succeed in life. This is where emotional intelligence becomes important.

Emotional intelligence is the ability to recognize your emotions, understand what they're telling you, and realize how your emotions affect people around you. Emotional intelligence also involves your perception of others; when you understand how they feel, this allows you to manage relationships more effectively.

People with high emotional intelligence are usually successful in most things they do. Why? Because they're the ones that others want on their team. When people with high EI send an email, it gets answered. When they need help they get it. Because they make others feel good, they go through life much more easily than people who are easily angered or upset.

### Characteristics of Emotional Intelligence

**Daniel Goleman** an American psychologist developed a framework of five elements that define emotional intelligence:

1. **self-Awareness** – People with high emotional intelligence are usually very self-aware. They understand their emotions, and because of this they don't let their feelings rule them. They're confident because they trust their intuition and don't let their emotions get out of control. They're also willing to take an honest look at themselves. They know their strengths and weaknesses, and they work on these areas so they can perform better. Many people believe that this self-awareness is the most important part of emotional intelligence.

2. **Self-Regulation** – This is the ability to control emotions and impulses. People who self-regulate typically don't allow themselves to become too angry or jealous, and they don't make impulsive, careless decisions. They think before they act. Characteristics of self-regulation are thoughtfulness, comfort with change, integrity and the ability to say no.

3. **Motivation** – People with a high degree of emotional intelligence are usually motivated. They're willing to defer immediate results for long term success. They're highly productive, love a challenge, and are very effective in whatever they do.

4. **Empathy** – This is perhaps the second most important element of emotional intelligence. Empathy is the ability to identify with and understand the wants, needs and viewpoints of those around you. People with empathy are good at recognizing the feelings of others even when those feelings may not be obvious. As a result, empathetic people are usually excellent at managing relationships, listening, and relating to others. They avoid stereotyping and judging too quickly, and they live their lives in a very open, honest way.

5. **Social Skills** – It's usually easy to talk and like people with good social skills, another sign of high emotional intelligence. Those with strong social skills are typically team players rather than focus on their own success first, they help others develop and shine. They can manage disputes and are excellent communicators and are masters at building and maintaining relationships.

As you've probably determined emotional intelligence can be a key to success in your life – especially in your career. The ability to manage people and relationships is very important in all leaders. So developing and using your emotional intelligence can be a good way to show others the leader inside of you.

### **How to Improve Your Emotional Intelligence**

The good news is that emotional intelligence CAN be taught and developed. Many books and tests are available to help you determine your current EI and identify where you may need to do some work you can also use these tips.

- Observe how you react to people. Do you rush to judgment before you know all of the facts? Do you stereotype? Look honestly at how you think and interact with other people. Try to put yourself in their place, and be more open and accepting of their perspectives and needs.
- Look at your work environment. Do you seek attention for your accomplishments? Humility can be a wonderful quality, and it doesn't mean that you're shy or lack self-confidence. When you practice humility you say that you know what you did and you can be quietly confident about it. Give others a chance to shine – put the focus on them and don't worry too much about getting praise for yourself.
- Do a self-evaluation. What are your weaknesses? Are you willing to accept that you're not perfect and that you could work on some areas to make yourself a better person? Have the courage to look at yourself honestly – it can change your life.
- Examine how you react to stressful situations. Do you become upset every time there's a delay or something doesn't happen the way you want? Do you blame others or become angry at them, even when it's not their fault? The ability to stay calm and in control in difficult situations is highly valued – in the business world and outside it. Keep your emotions under control when things go wrong.
- Take responsibility for your actions. If you hurt someone's feelings apologize directly – don't ignore what you did or avoid the person. People are usually more willing to forgive and forget if you make an honest attempt to make things right.
- Examine how your actions will affect others – before you take those actions. If your decision will impact others put yourself in their place. How will they feel if you do this? Would you want that experience? If you must take the action, how can you help others deal with the effects?

### **Emotional Intelligence Video Program (VHS)**

Today there is a growing body of science in the emerging field of emotional intelligence (EI), indicating that proper understanding and use of – emotions can be critical to helping us be more effective workers and better communicators.

Most of us have been conditioned to believe that emotions are not welcome in the workplace, that team and work decisions should be based upon cold, logical reason. In short, we “leave our emotions at home.” Today there is a growing body of science in the emerging field of emotional intelligence (EI), indicating that proper understanding – and use of – emotions can be critical to helping us be more effective workers and better communicators. The Emotional Intelligence program provides an excellent overview of this breakthrough training topic and includes commentary from numerous EI experts including Daniel Goleman and Peter Salovey.

### **Five EI competencies are introduced:**

- Self-awareness
- Self-regulation
- Self-motivation
- Empathy and Effective Relationships.

The program then takes viewers to organizations such as Kaiser Permanente, State Street Bank and Nichols Aluminum where training in emotional intelligence is being used to help employees access the power of emotions to create better, more productive working relationships. Through interviews with various employees, viewers see how EI competencies can be combined with other knowledge and technical capabilities to increase one's overall effectiveness on the job. Viewers will come away with specific areas of improvement to focus on and a structured, step-by-step approach to developing the required emotional competencies to bring more creativity, energy and intuition to their work, whatever the industry or field.

### **What's Included:**

- VHS Video and DVD
- Leader's Guide
- 10 Participant Work Books with EI Quiz
- Discussion Segment Video
- PowerPoint CD-Rom
- 25 Pocket Reminder Card

### **The Meaning of Personality**

The term personality is derived from the Latin word *persona* meaning a mask. Personality is a patterned body of habits, traits, attitudes and ideas of an individual as these are organized externally into roles and statuses and as they relate internally to motivation, goals and various aspects of selfhood.

ACCORDING TO Robert Park and Earnest Burgess Personality is the sum and organization of those traits which determine the role of the individual in the group.

According to Linton, personality embraces the total organized aggregate of psychological processes and status pertaining to the individual. Personality says Malvern is all that an individual is and has experienced so far as this all can be comprehended as unity. According to Lundberg the term personality refers to the habits, attitudes and other social traits that are characteristic of a given individual's behavior.

By personality Ogburn means the integration of the socio-psychological behavior of the human being, represented by habits of action and feeling, attitudes and opinions.

Davis regards personality a psychic phenomenon which is neither organic nor social but an emergent from a combination of the two. According to Young personality is the totality of behavior of an individual with a given tendency system interacting with a sequence of situations.

### **12 steps to improve your personality**

- **Your dressing sense** – Make sure you wear clothes fitting with the occasions. Suitable clothing fitting with the demands of occasions draws interest of people in you. A well dressed person is liked by all.
- **Be gentle and soft spoken** – Your voice is the mirror of your personality. Apply gentleness in it and avoid saying rude things. Appreciate the good things in other people. Your smiling mien is the first step to success. Keep your balance when you speak. Always steer clear of controversy. Be very selective with your words. This will bring appreciation from others.

- **Appreciate and praise others** – While you appreciate others, it shows your good nature. In case you find good qualities in others, praise the persons without getting jealous. Encourage and congratulate others when you find they have done something really good. Appreciation and praise are the natural ways to create your position in the lives of people you love.
- **Hide your pride and egotism** – Be cautious in hiding your pride and ego while you interact with others. Such evil trait naturally becomes transparent, while you rise in self-actualization. Keep your inner consciousness for this alive.
- **Avoid expressing envy and bitter criticism** – Envy is the extreme end of admiration. So better if you admire people without getting envious. When you are jealous and angry, you ultimately damage your personality. Control your envy without letting it out in your nature.
- **Stay away from deceptiveness, lies and cheating** – Deceptiveness and other immoralities are not qualities of diplomacy. These qualities rather harm you without boosting up the prospects of your life. In the long run, you get reviled and defamed.
- **Be positive in your thoughts** – Thoughts are the real foundations of your personality. Keep the thoughts positive and nature cordial. There are qualified individuals who do not get acclaimed for their talents because of negative thoughts. Healthy mentality and positive thoughts make your personality successful.
- **Keep away anger and irritation** – Anger and irritation are the natural barriers in your personality for success. Unless you control such things these become ingrained in your nature. Anger and irritation spoil relationships with others.
- **Serve and help others if you can** – For social recognition, serving and helping the people in need are also a major step towards making your personality popular. It shows your sense of undertaking important responsibilities for the sake of social causes. Helping the poor, down-trodden and needy human beings create your favorable image in the society.
- **Be punctual** – Punctuality is helpful for a successful personality. It makes you one extra-ordinary human-being among others. You get noticed due to your promptness.
- **Be mindful about the worth of time** – Be mindful of the fact that time is money. Wasting time in unnecessary activities devalue your personality to a greater extent. Learn to make use of every bit of time in your hand.
- **Be conscious about your self** – Understand your own self. Stay away from dropping names about people you know and your contacts. Your talent and merits can only bring you recognition and make you popular.
- **Adopt the good qualities from others** – Make your best efforts to learn from others. Listen patiently to the words of worthy people to discover the content of life-building-material in it. Such thing is useful in making your personality popular.

### Personality Development Program

The Personality Development Program or PDP, was the first scientifically designed program of its kind to be launched in the market. This meticulously designed program uses psychological tools such as the Personal Effectiveness Scale, Loco Inventory, 7 – step Approach to Goal Setting and prepares the student to face a panel of unknown experts during the personality assessment phase of any B-school entrance.

**Course Philosophy**

The Pegasus PDP is not only about interviews and GDs. It brings about a balance between preparing for B-school entrances and knowing yourself. The belief behind this learning methodology is that “Knowing oneself is half the battle won.” The key element of the Pegasus PDP course is “Explore”, which happens at three levels:

1. I vs You
2. Group interactions through Group Discussions
3. Real life grilling through Interviews

**Course Components**

- Concept sessions on personality
- Interview and Group Discussion Sessions
- Video-recording of your Group Discussion (GD)
- Simulated interviews
- Real life case studies
- Guiding manuals and one-to-one interaction with your mentor
- Intensive one-to-one feedback on Concept sessions on personality
- Interview and Group Discussion Sessions
- Video-recording of your Group Discussion (GD)
- Simulated interviews
- Real life case studies
- Guiding manuals and one-to-one interaction with your mentor
- Intensive one-to-one feedback on each and every session
- Review session after you get GD and Interview call

**Special sessions :**

- Autobiographical assessment
- Personal and interpersonal skills
- Time, resource and priority management
- Self-discipline
- Institute-specific practice sessions once you get your calls

**Improve All major areas of life of your children....**

- Self-Image
- Self-Confidence
- Developing Success Habits
- Brainpower
- Goal setting
- Brain-friendly study skills
- Mind Programming
- 100% Concentration
- Increasing Memory

- Excel in Tests and Exams
- Career Skills
- Personality Development
- Time Management
- Maintaining good Relations
- Creativity
- Public speaking
- Effective thinking skill
- People skill
- Spirituality and Morality
- Health
- Luck