



Emotional Intelligence and Emotional quotient: A Researcher's Perspective

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ABSTRACT

It is acceptable, without a doubt, that a high intelligence quotient is an essential pre-requisite behind the success of a researcher. Nonetheless, an appropriate emotional quotient is an equally important characteristic, which a researcher must possess, in order to deliver their best in career and otherwise. This article discusses, several aspects of emotional intelligence and emotional quotient, pertinent to the life of a researcher in specific and a human being in general.

Key words: Emotional Intelligence, Emotional Quotient, Research, Researcher

Introduction:

The Oxford English dictionary defines emotions as "any agitation or disturbance of mind, feeling, passion; any vehement or excited mental state." Emotional Intelligence is a type of social intelligence that involves the ability to monitor one's own and others emotions to discriminate among them and to use the information to guide one's thinking and actions. (Mayor & Sarovey)¹.

'Emotional Quotient' (or EQ) and 'Emotional Intelligence' are the two terms which are quite often used interchangeably. 'Emotional Quotient' refers to emotional awareness and emotional management skills which provide the ability to balance emotion and reason so as to maximize long-term happiness².

The three terms viz emotions, feelings and perception are closely linked with each other³. From a researcher's point of view, a clear perception of all the terms is perhaps essential in order to develop a strong emotional quotient and a high level of emotional intelligence.

'Emotional Quotient' (EQ) Vs Intelligence quotient (IQ):

The word emotion is derived from the latin word *motere*, which broadly means "to move away". All emotions are impulses to act, the instant plans for handling life that evolution has installed in us⁴. The various emotions likely to be encountered during the career of a researcher can be categorized as: Anger, Sadness, Fear, Enjoyment, Love, Surprise and Disgust.

As a general notion, it is believed that success at the workplace depends on the level of intelligence or intelligence quotient (IQ) such as academic achievements of a person or grades obtained in the exams etc⁵. But how bright one is on the emotional level, especially when facing difficult moments, that quality is termed as emotional intelligence (EI).

Emotional Intelligence is what gives a researcher, an edge over the others. The world is full of examples which prove that amongst leaders with similar IQ's those with string traits of EQ have always excelled.⁶

Components of Emotional Intelligence:

The Components of Emotional Intelligence can be broadly categorized as Interpersonal Intelligence and Intra-personal Intelligence.

Interpersonal Intelligence, on one hand, is the ability to understand other people such as their style of work and source of motivation, while Intra-personal Intelligence is a capacity to form a trustworthy model of themselves and to be able to apply that in their daily life routine⁷.

Emotional quotient and Research- The correlation and significance:

As discussed above, the Emotional quotient plays a significant role in the success of a researcher. The various essential components which need to be identified and worked upon, in relation to Emotional quotient and emotional intelligence can be laid down as follows:

A. Emotional Awareness: It is the recognition of the fact that how emotions affect the performance of an individual⁸. This is one of the strongest pillars of one's emotional strength and a prime factor which decides the success in the career of a researcher.

B. Self-Assessment: It refers to recognizing personal strengths and limits. This, in general gives a person a clarity regarding the zones where he/ she needs improvement. The ability to assess one's own work critically may be considered as one of the critical factors in moving ahead successfully towards one's goal⁹.

C. Self Confidence: This refers to the courage that comes when we get certain about our capabilities. A high level of self-confidence is reflected in one's ability to handle even the most critical situations at work, with great ease and without a panic. This forms basis for the fact that a researcher must always have the feeling of high self-confidence which must however not get portrayed as arrogance¹⁰.

D. Managing emotions: This relates to the ability to handle uncomfortable emotions once one has accepted that one is feeling them. A lot of this work is about developing an 'inner mothering' mode and learning to soothe oneself, when things seem difficult. A good researcher must know when to push his team on to greater heights and when to congratulate them on what they have achieved³.

E. Self-Control: This refers to managing disruptive emotions and impulses effectively. Having an absolute self-control is perhaps one of the biggest qualities a researcher can possess because most of the research works involve team work. This quality helps a researcher to become an effective team leader, thereby ensuring a healthy working atmosphere at his work place.

F. Empathy : Empathy refers to recognizing emotions in others. It is a unique ability to understand the subtle emotions of others¹¹. It is quite different from sympathy and must not be confused. The quality of 'Empathy' is one of the biggest assets, a health care researcher can possess for the fact that this helps him tremendously when interacting with patients as well as fellow researchers and other team members.

G. Transforming emotions: People with extraordinarily high emotional competence usually exhibit outstanding performance at work. The emotional intelligence of a researcher is what determines his/ her potential for learning practical skills and implementing them thereafter.

H. Self-knowledge : Literally it means understanding of oneself or one's own motives or character. Self-knowledge also includes an understanding of how one can function emotionally. This ability can guide a researcher to move towards his/her goal without getting diverted. A successful researcher is certainly aware of his motives and all his efforts are directed towards the same.

I. Motivating oneself: The word emotional and the word motivation come from the same Latin root *move*, to move. Emotions can certainly motivate an individual. However, if we allow the emotions to take control of us then they may prove to be quite deleterious as well¹². If one wants to get what one decides one has to develop some emotional self-control. This comes a lot from self-motivation which can draw inspiration from anything and everything from surroundings. A special characteristic of an ideal researcher is not only self-motivation but also a strong potential to be able to motivate his team members and peers.

Conclusion

Emotional intelligence may be considered as one of the best predictors of performance in the workplace. It is a less recognized arena but certainly possesses a large potential in writing the success story of a researcher. When we increase our effective use of emotional intelligence, we increase our ability to develop more solid, trusting relationships in our work place, thus accelerating the chances of success.

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