



# Interpersonal Emotion Regulation and Emotional Intelligence: A Review

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## Abstract

In recent years, research on the connection between interpersonal emotion regulation and emotional intelligence has expanded. Both ideas have significant consequences for how people perform in a range of situations. While emotional intelligence refers to the capacity to comprehend and regulate emotions in oneself and others, interpersonal emotion regulation refers to the ability to control one's own and other's emotions during social interactions. This study analyses the most recent research on the connection between emotional intelligence and interpersonal emotion regulation, concentrating on the effects these abilities have on relationships, health, and the workplace. According to the findings of the research we analysed, people with high emotional intelligence are better able to control their emotions in social situations, which leads to better outcomes for stress management, conflict resolution, and relationship satisfaction. The way in which a person can enhance their emotional intelligence and interpersonal emotion regulation is through mindfulness techniques, training in emotional awareness, cognitive behavioural training, training in emotional regulation as well as social support.

**Keywords:** Interpersonal emotion regulation, Emotional intelligence, Workplace, Health, Relationships

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## Introduction

"Emotional intelligence is not just about having feelings, it's about knowing how to manage and use those feelings to navigate life's ups and downs." - Marc Brackett

A person's outcomes in a variety of circumstances, such as employment, health, and relationships, are greatly influenced by their ability to regulate their emotions and display emotional intelligence. The capacity to identify, comprehend, and control one's own emotions as well as those of others is referred to as emotional intelligence. Interpersonal emotion regulation, on the other hand, refers to the techniques used to control one's own emotions in reaction to those of others. Healthy relationships depend on the capacity to control one's emotions in social circumstances. Emotional intelligence abilities like empathy and self-awareness may help people better understand and control their own emotions as well as the emotions of others (Bar-On, 1997). Numerous studies have examined the connection between these two ideas in recent years, and the majority of them have found that people with high emotional intelligence are better able to control their own and other people's emotions during social interactions (Mikolajczak, Menil, & Nelis, 2009).

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## Emotion Intelligence

The capacity to identify, comprehend, and control one's own emotions as well as the emotions of others is referred to as emotional intelligence. Emotional intelligence, as defined by Daniel & Goleman (1995), is the ability that is acknowledged inside ourselves as well as in our associations. It includes a variety of competencies, such as the capacity to recognise and classify emotions, comprehend their underlying causes and effects, and manage them in a way that is adaptive. Salvoey & Meyer (1990) defined emotional intelligence as "being a component and a part of social intelligence which is about being able to monitor one's own along with the other's feelings and emotions and having the ability to discriminate them & make use of all the information they find in guiding their thinking & actions".

The idea of emotional intelligence has drawn a lot of attention in recent years, and it has been discovered to be essential in determining a variety of outcomes. A study by Ahad et al. (2021) identified a significant positive correlation between organisational commitment, emotional intelligence, and work attitudes. In a study done on 213 managers, a strong, positive relationship between emotional intelligence and the quality of their strategic decisions was found (Alzoubi & Aziz, 2021). In a research including 646 students in the first, second, third, and fourth years of secondary school, it was discovered that emotional intelligence's capacity for comprehension and control rose, and happiness also increased (Guerra-Bustamante et al., 2019).

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## **Interpersonal Emotion Regulation**

The methods by which people control their own emotions as well as the emotions of others in social contexts are referred to as interpersonal emotion regulation (Gross & John, 2003). Various tactics, such as self-reflection, cognitive reappraisal, social support, and communication, may be used to achieve this. The ability to regulate one's emotions in social situations is important for maintaining healthy relationships, and individuals who have good interpersonal emotion regulation skills are better able to manage conflict, understand the perspectives of others, and regulate their own emotions (Gross & Thompson, 2007).

Research has shown that interpersonal emotion regulation plays a critical role in shaping a wide range of outcomes. One study by Brackett et al. (2004) on the association between interpersonal emotion regulation and job satisfaction, they found that people with stronger interpersonal emotion regulation abilities reported higher levels of job satisfaction and a greater capacity to handle workplace stress. The effects of mindfulness-based stress reduction (MBSR) on interpersonal emotion regulation were examined in different research by Shapiro et al. (1998) they discovered that those who took part in MBSR training reported considerable gains in their capacity to regulate both their own and other people's emotions. In their meta-analysis of studies on interpersonal emotion regulation, Gross & John (2003) concluded that interpersonal emotion regulation is a critical factor in determining social outcomes, such as relationship satisfaction and mental health.

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## **Impact of Emotional Intelligence and Interpersonal Emotion Regulation**

### ***Workplace***

The workplace is a challenging setting that frequently features high levels of stress, competing expectations, and interpersonal difficulties. People with strong emotional intelligence are more likely to experience positive outcomes at work, such as improved job satisfaction, leadership abilities, and performance (Salovey & Mayer, 1990). A research by Skordoulis et al. (2020) found a negative correlation between emotional intelligence and the frequency of engagement in workplace disputes, but emotional intelligence appeared to have a direct association with conflict resolution techniques. For instance, research by Mikolajczak et al. (2009) indicated that those with high emotional intelligence were better able to control stress and settle disputes at work. This is in accordance with an earlier study by Salovey & Mayer (1990), who discovered that people with high emotional intelligence were better able to control their emotions, which led to increased performance in the workplace. In terms of interpersonal emotion regulation, individuals who are able to manage their emotions and those of others in social interactions are better equipped to navigate the complexities of the workplace. This leads to improved relationships with coworkers and supervisors, leading to a more positive work environment Gross & John (2003). The three main features of incentives for interpersonal emotional regulation at work are the degree to which autonomy (intrinsic vs. extrinsic), relatedness (prosocial vs. egoistic), and competence (performance- vs. pleasure-oriented) are driven (Niven, 2016).

### ***Health***

In a sample of 2,094 undergraduate students, Moeller et al. (2020) discovered that those with greater levels of EQ also had more a sense of belonging, which was linked to less overall mental health issues. A study shows that individuals with high emotional intelligence are better equipped to manage stress, leading to improved mental and physical health (Salovey & Mayer, 1990). A study by Gross & John (2003) found that individuals with high emotional intelligence were better able to regulate their emotions in stressful situations, leading to improved well-being. Similarly they also found that found that individuals with high interpersonal emotion regulation skills were better able to manage stress and maintain good physical and mental health. This is in line with previous research by Mikolajczak et al. (2009), who found that individuals with high emotional intelligence were better equipped to manage stress, leading to improved mental and physical health. According to Coe et al. (2022), interpersonal emotional regulation techniques have an effect on the relationship between maternal emotional regulation techniques and maternal emotional wellness.

### ***Relationships***

The relationship between emotional intelligence and relationships has also been well established, with studies showing that individuals with high emotional intelligence are better equipped to manage their emotions in social interactions, leading to improved relationship satisfaction (Salovey & Sluyter, 1997). The findings of a research on dyadic couples highlight how important emotional intelligence is to the success of love relationships and give light on the underlying mechanisms (Wollny, 2016). A study by Gross & John (2003) found that individuals with high emotional intelligence were better able to regulate their emotions in social interactions, leading to improved relationship satisfaction. This is in line with previous research by Salovey and Sluyter (1997), who found that individuals with high emotional intelligence were better equipped to understand and regulate emotions in themselves and others, leading to improved relationships. Another study by Malouff et al. (2013) discovered a significant correlation between a person's emotional intelligence and the degree of satisfaction their partner has with the relationship, as well as the relationship between a person's emotional intelligence and their own self-reported romantic relationship satisfaction. Through a correlation study, Samad and Mahmud (2021) discovered a substantial positive link between emotional intelligence and marriage and relationship satisfaction. In terms of interpersonal emotion regulation, individuals who are able to manage their emotions and those of others in social interactions are better equipped to maintain positive relationships. A study by Gross & John (2003) found that individuals with high interpersonal emotion regulation skills were better able to resolve conflicts and maintain relationship satisfaction. The research by Niven et al. (2015) highlights the crucial role of intentional emotion regulation

systems, which has implications for our understanding of how new relationships evolve. According to a different study by Vater & Schröder-Abé (2015), the relationship between personality and long-term relationship satisfaction was mediated by emotion regulation (expressive suppression, perspective taking, and aggressive externalisation), positive interpersonal behaviour, and state relationship satisfaction during the conflict discussion.

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## Suggestion

*Mindfulness techniques:* Mindfulness techniques are meant to assist people in concentrating on the present moment, being conscious of their thoughts, emotions, and bodily sensations, and upholding a mindset of non-judgment and openness towards these experiences. According to research, practicing mindfulness can increase emotional intelligence and strengthen interpersonal emotion control skills (Shapiro et al., 1998). People can learn to control their emotions efficiently and react to emotional circumstances in a more adaptable way by increasing their awareness of their emotions and ideas.

*Training in emotional awareness:* Training in emotional awareness aims to assist people in recognizing and comprehending both their own feelings and those of others. This can increase interpersonal emotion control skills and emotional intelligence. People can enhance their interpersonal skills and relationships by being more conscious of their own emotions as well as those of others.

*Cognitive-behavioral treatment:* The concept that our ideas, behaviors, and emotions are interconnected underlies cognitive-behavioral therapy (CBT), a type of psychotherapy. An individual's capacity to control their interpersonal emotions can be improved by recognizing and altering unfavorable thinking patterns and actions. For instance, people can learn to recognize and counteract negative self-talk, use more adaptable coping mechanisms, and form better emotional routines.

*Training in emotion regulation:* Programs that help people develop good emotional regulation skills for themselves and others may be highly helpful. This can enhance your ability to manage your interpersonal emotions and social interactions. People may learn, for example, how to manage their stress and anger as well as how to empathise with and actively listen to others.

*Social support:* Being around uplifting people may improve one's interpersonal emotional intelligence skills and create an environment that is conducive to both individual and interpersonal development. For instance, people can gain from the encouragement and support of their friends, family, and coworkers, as well as by participating in social activities that uplift their moods.

*Emotional intelligence assessments:* A person's strengths and limitations in emotional intelligence and interpersonal emotion control can be revealed via emotional intelligence tests like the Emotional Competence Inventory (ECI). Individuals may use this to pinpoint their development efforts and highlight areas that need improvement. People might use the assessment results, for instance, to pinpoint their emotional blind spots and create plans for enhancing their emotional intelligence and interpersonal emotion control skills.

These suggestions can assist people in developing their emotional intelligence and interpersonal emotion management abilities, which can improve their ability to communicate with others, maintain good mental health, and enjoy their jobs. They may also be used with other techniques for fostering personal development.

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## Limitation

The majority of research have used samples that are predominately from the west, which restricts the applicability of the findings to other cultures. If there are persistent cross-cultural correlations between interpersonal emotion regulation and emotional intelligence, more study is required. It is challenging to compare the results of different studies since there is no agreement on how interpersonal emotion control and emotional intelligence should be defined. While some have concentrated on the ability to control the emotions of others, some studies have focused on the capacity to control one's own emotions in social contexts. A more uniform definition of interpersonal emotion regulation and emotional intelligence is required in order for researchers to compare the results of different studies. There is no universal agreement on the best reliable measures for assessing interpersonal emotion control and emotional intelligence. Self-report questionnaires have been utilised by some studies, whereas behavioural or physiological measurements have been used by others. To allow researchers to compare results across studies, a more uniform test of interpersonal emotion control and emotional intelligence is required.

Finally, further study is required to properly grasp the complicated link between interpersonal emotion control and emotional intelligence. While some research have discovered a strong correlation between the two constructs, others have found no correlation. To understand the nature of the link between interpersonal emotion regulation and emotional intelligence and to pinpoint the variables that affect this relationship, more study is required.

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## Conclusion

The research on interpersonal emotion management and emotional intelligence has demonstrated that these abilities are crucial in determining how our relationships, health, and experiences at work are all shaped. The ability to comprehend and control one's emotions is increased by those with high emotional intelligence, which also improves one's health and relationship satisfaction. In addition, individuals with high interpersonal emotion regulation skills are better able to manage their own and others' emotions in social interactions, leading to improved workplace experiences, better health, and improved relationships. The link between interpersonal emotion regulation and emotional intelligence, as well as their influence in other spheres of our life, should be further explored in future study. Researchers should also think about how cultural and individual variables affect how these talents are developed and used. Understanding how virtual interactions affect interpersonal emotion regulation and emotional intelligence will be crucial as technology continues to influence how we connect with others.

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