

EQ is More Important than IQ

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Abstract

Emotional intelligence enables an individual to manage his/her emotions and that of others. Both IQ and EQ are important in getting the desired result. Thus, stressing only one aspect is not enough. In today's competitive market an individual is required to be flexible in his/her operations to meet the ever changing demands of the markets. EQ enables an individual to get with the people of diverse cultures and backgrounds. Thus development of EQ is essential in the overall development of human being.

Keywords: EQ, IQ, Development of Human Being, Team Building.

Author's View

For decades, major emphasis of the education system as well as of the organizations was on IQ rather than EQ. A student who has scored high in the exam is considered to be a good student and others are considered to be poor. The emphasis was merely on the logical, analytical reasoning, verbal skills, math skills etc. Earlier researcher believed that a good IQ guarantees success in life. But now, despite good IQ level and great analytical skills, employees are failing miserably on the professional front. It was then realized that mere dependence on IQ does not guarantee success in life as it is a narrow concept and does not consider the wide knowledge and abilities of a fertile human mind. Therefore, now researchers are focusing on the emotional aspect which helps an individual to be aware about his/ her emotions as well as the emotions of others. Research has shown that IQ is important to get an entry in the organization but afterwards it is EQ that guarantees success to an individual. Organizations are now focusing on the EQ for selection purposes as choosing intellectual

people with diverse perspectives and strengths will help in building up a strong environment.

Emotional intelligence enables an individual to manage his/her emotions and that of others. Both IQ and EQ are important in getting the desired result. Thus, stressing only one aspect is not enough. In today's competitive market an individual is required to be flexible in his/her operations to meet the ever changing demands of the markets. EQ enables an individual to get with the people of diverse cultures and backgrounds. Thus development of EQ is essential in the overall development of human being. Emotional Intelligence, thus, plays a crucial role in prevention of ethical and work conflict among employees working in an organization. EQ improves efficiency of an individual by effectively channelizing the work pressure, which thereby results in better health, reduced stress level and decreases the chances of error at workplace. Unlike IQ, EQ level can be improved by giving proper training thereby making an individual more intelligent with his relationships and emotions.

As man is a social animal and he cannot live and work in isolation. Emotional intelligence makes an individual aware about his/ her emotions as well as the emotions of others. It teaches him how to use these emotions to deal with the daily pressures and demands. Employees with high EQ level believe in getting involved in teams and reviewing tasks. They ensure a free flow of communication with other team member so that chances of role ambiguity and conflict will be minimized. An emotionally intelligent employee will be interested in encouraging informal meetings in order to build relationships and contacts.

The economy is developing at a very fast pace and due to increased competitiveness and socio-economic and technological changes, employees are not easily accepting the changes. This results in a lot of stress and anxiety amongst the employees. Employees who are not able to deal with the stress pay a high price on the professional as well as personal front. They are not able to maintain a healthy work –life balance which results into absenteeism, work accidents, conflicts, decreased productivity, efficiency and effectiveness at the workplace Emotional intelligence makes employees flexible in their operations so that they will accept the changes with open mindedness. Handling work frustrations is what makes an employee go high in the corporate ladder. He/she remains calm and composed with an optimistic outlook in the most trying situations.

High EQ also allows a person to discern other people's emotions easier and empathize with their point of view. This is an important characteristic to have when the position requires you to resolve conflicts at the workplace People with high EQ are also better at negotiating with others, because they are able to understand the desires and needs of individuals right away. People with high emotional intelligence can motivate themselves and others. EQ reduces procrastination and improves self-confidence. It also allows us to focus on achieving our goal. EQ makes the employees productive, motivated and efficient. They are committed to achieving their goals. They're also happy, confident and likable. Team members are able to work together in the most effective manner, and provide better results for the organization as a whole.

Emotional intelligence is the best predictor of performance in the workplace and the strongest driver of leadership and personal excellence. And when we increase our effective use of emotional intelligence, we will increase our ability to develop more solid, trusting relationships in our business arena.

Thus, emotional intelligence leads to:

- Open-mindedness
- Flexibility
- Motivation

- Conflict resolution
- Better interpersonal and intrapersonal relations
- Team building
- Productivity
- Empathetic

Conclusion

Workers with high EQ are better equipped to work in teams, adjust to change and be flexible. No matter how many degrees or other on-paper qualifications a person has, if he does not have certain emotional qualities, he or she is unlikely to succeed. As the workplace continues to evolve, making room for new technologies and innovations, these qualities are becoming increasingly important.

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