

## It Pays to Have EI

In the human resources field, it's safe to say that just about everyone knows the term emotional intelligence or EI, but how many of us still wonder, *What is EI anyway? Aren't we just talking about basic social or "people" skills? Interpersonal sensitivity? Charisma?* Since people began talking about emotions as one possible type of intelligence in the early 1980s, to debates throughout the 1990s about it being a trait versus an ability or skill, the term emotional intelligence has sparked significant interest and discussion across disciplines.

But that's about as far as things have gone. Even with a boost from Daniel Goleman's best-selling book, "Emotional Intelligence," EI has not replaced traditional IQ testing, at least in most cases. Critics argue that there is a lack of research support either to establish EI as a unique construct or to empirically link it to specific outcomes, particularly in the workplace, said Rebekah Cardenas, Ph.D. a senior consultant at E·A·S·I·Consult®. At the same time, most researchers and practitioners agree that it is something worth discussing.

A recent [article](#) in Entrepreneur magazine adds a new idea to the mix. It includes a great summary of research that was recently published in the Journal of Organizational Behavior. The research suggests that employees who are better at reading their coworkers' emotions make more money than their less emotionally perceptive peers.

So having EI can pay off - literally. It's a skill that appears to be valued. In our working careers, most of us have known managers who have succeeded or failed based on what seems like an ability to understand and manage their own and others' emotions. If that is in fact EI, can and should we be screening for it more frequently when hiring and promoting managers?

Let's keep the dialogue on EI rolling. If the findings in the [article](#) are accurate, it may be that you can't *afford* not to, Cardenas said. And for ways to bring consideration of EI into the hiring process, she recommends this [article](#) from the Harvard Business review.

### About the Author

E·A·S·I·Consult® works with Fortune 500 companies, government agencies, and mid-sized corporations to provide customized Talent Management solutions. E·A·S·I·Consult specialties include individual assessment, online employment testing, survey research, competency modeling, leadership development, executive coaching, 360-degree feedback, online structured interviews, and EEO hiring compliance. The company is a leader in the field of providing accurate information about people through professional assessment. To learn more about E·A·S·I·Consult, visit <https://easiconsult.com> or email [ContactUs@easiconsult.com](mailto:ContactUs@easiconsult.com) or call 800.922.EASI.