

A Study of Emotional Intelligence with Well Being and Resilience

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ABSTRACT

A century ago, the concept of Intelligence was quite prevalent, but the idea of emotional intelligence (EI) was utterly foreign to people. The concept of intelligence does not have similar definition for all the people. It was measured by inspection of reasoning, abstract concepts, problem-solving, etc. However, there was no significance given to feelings or emotions while assessing intelligence, and it was not thought to be part of the equation. Over time, the society realized that emotions play a significant role in the people's lives, and thus emotional intelligence emerged as a critical concept for researchers. It has been linked with different spheres and is said to greatly affect the quality of life. It also directly impacts the way people handle crises. There has to be a relation between these aspects. The current study was conducted to measure emotional intelligence and its relationship with psychological well-being and resilience. The data were collected from 101 people of 20-30 years of age. The standardized scales were used for this purpose. The results obtained indicated a positive correlation among all the variables. Emotional intelligence is the key concept that has a directly proportional relation with well being and resilience, and needs to be given more attention as compared to other types of intelligence.

Keywords: *Emotional Intelligence, Well-Being, Resilience.*

"Rule your feelings, lest your feelings rule you"

-B. C. Publilius Syrus.

The ultimate goal of a person is to be healthy, happy, and lead a well satisfying life. Being healthy does not only imply physical well being, but also psychological well being. In this century, people are aware and thoughtful of how important psychological well being is. Psychological well being depends on a number of things. It also impacts how we deal with the situations that we face, which is called resilience. People with high resilience are generally the ones who deal with their struggles positively and come up with positive ideas in adversities without feeling endless lows. Those people are better at managing situations and emotions, which brings attention to the concept of Emotional Intelligence; it means to be vigilant of one's own emotional state. It is the art of handling and managing one's own emotions well. It is also not an ancient concept. Daniel Goleman claimed that Emotional Intelligence matters more than the Intelligence Quotient (IQ), which was the only appraisal of people's abilities at that time. A leader with a high IQ must also possess high EI to be successful at managing people. People with high emotional

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intelligence are not slaves to their emotions and moods. They are on familiar terms with how they feel and hence identify how to handle their emotions and turn things around when the need of the hour. This seems to indicate a possible relationship between the following three variables. Schutte, Malouff, Simunek, McKenley & Hollander (2002) in several studies found that higher emotional intelligence is linked to positive mood and higher self-esteem and also to less decrease in a positive mindset. A survey of adolescents found EI positively related to the adaptive coping styles and negatively associated with the depressive thoughts and frequency of somatic complaints (Mavroveli, Petrides, Rieffe, Bakker, 2007). An extensive study by Schutte, Malouff (2011) also found that a higher level of emotional intelligence is associated with more significant positive affect and life satisfaction and lower negative affect. Emotional intelligence illustrates the middle road between mindfulness and positive affect. Their study also found that mindful people have greater life satisfaction and lower negative affect.

Emotional Intelligence

Emotional intelligence has been described by Daniel Goleman as a person's ability to manage their feelings so that they are expressed appropriately and effectively. Salovey & Mayer (1990) define EI as "the ability to monitor one's own and other people's emotions, to discriminate between different emotions and label them appropriately, and to use emotional information to guide thinking and behaviour." The term was invented around 1964, but it found real recognition with the publishing of Daniel Goleman's book 'Emotional Intelligence,' which was the best selling during that period. Peter Salovey and John Mayer also popularized the term by using it in their article and publishing it in the journal *Imagination, Cognition, and Personality* in 1990. The usage of EI has grown exponentially and it has been found to be extremely useful in schools, universities and real life applications. Because of that, greater research has come to the forefront. (Ciarrochi, Forgas, Mayer, 2006). Goleman, Boyatzis, McKee (2002) presented that the Emotional intelligence components are applicable to individuals and teams and to be more effective, team members and leaders should tune in to emotional needs of themselves. Dearborn (2002), in the article, instructed that the standard traditional methods of leadership development and communication skills are not enough to produce sustainable change in behaviours and Goleman's ideas are to be applied to produce performance revolutionization. Wheeler (2016) in his studies, also posits that emotional intelligence is the basis of all soft skills, and these skills can be sharpened over time. Even in studies of leadership, Emotional Intelligence has been found to be an important factor. Emotional Intelligence and resilience is important predictor of success of leaders. (Maulding, Peters, Roberts, Leonard, 2012).

Psychological Well-Being

Psychological well-being includes the ability to manage emotions carefully and consistently maintain positive mood. World Health Organisation (WHO, 1948) defined health as "a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity." Shin & Johnson (1978) define well-being as "a global assessment of a person's quality of life according to his own chosen criteria." Emotions affect the well being of a person directly. A study conducted on Nuns, Danner, Snowdon, and Friesen (2001) reported that with all situations and lifestyles being the same, just having positive emotions can increase the chances of survival. There is firm evidence presented in studies for the beneficial effects of positive emotion handling on physical health and survival by Pressman and Cohen (2006). Another study conducted by Carmeli, Yitzhak-Halevy, Weisberg (2009) discovered a positive relationship between emotional intelligence and well-being – self-esteem, life satisfaction, and self-acceptance. And even for somatic complaints, they found

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significant support for negative relationships. Lee, Kim, Park(2017) conducted a study and proved that it is better to enhance psychological well-being and emotional intelligence of student to have better resilience in them.

A study by Urquijo, Extremera, Villa (2016) clearly postulated emotional intelligence to be related to psychological well-being. They found that the stress among people is reduced with better score on emotional intelligence and hence well-being is increased.

Resilience

APA (2014) defines resilience as the course of adapting well in adversity, trauma, tragedy, threats or significant sources of stress. Edward and Warelow (2005) state that resilience assists a person to thrive in adversity, and coping in the face of adversity involves emotional intelligence and resilience, both of which can be developed through support and education. Magnano, Craparo & Paolillo (2015) conducted a study on workers and found that Emotional intelligence is the antecedent to resilience. The employees that scored high in both emotional intelligence and resilience are typically more motivated towards achieving success and demonstrate better performance and satisfaction. Schneider, Lyons &Khazon(2013) theorized that EI was related to lower threat appraisal and greater resilience with positive emotions. Li, Cao, Liu(2014) did a study on nursing students and found that for greater level of growth, there is moderate level of emotional intelligence and resilience is required. Having these two evenly moderately help students to cope up with stress. Akbari, Khormaiee (2015) indicated that resilience is the predictor of psychological state. Psychological well-being of the person is effected by both emotional intelligence and resilience. By increasing resilience well-being can be increased.

Purpose

The purpose of this study is to measure the relation of emotional intelligence with psychological well-being and resilience.

Hypothesis

1. There will be a positive relation between emotional intelligence and resilience.
2. There will be a positive relation between emotional intelligence and psychological well-being.
3. There will be a positive relation between well being and resilience.

METHODOLOGY

Sample

The study was conducted on 101 people of Amritsar and Chandigarh city. The data was collected from both genders of age group 20-30 years.

Measure

1. **Brief Resilience Scale:** The scale was developed by Smith and Colleagues (2008). It is a short self-assessment scale containing 6 items measuring 5 pointers Likert scale.
2. **Emotional Intelligence Scale:** Thingujam & Ram developed the scale in 1999. It is a 33 item scale and items are scored on a 5-point scale ranging from strongly agree to strongly disagree.
3. **Psychological Well-being Scale:** It was developed by Ryff & Keyes in 1995. This is an 18 item scale of reading level 6th to 8th grade. The 7-point Likert scale is used for rating. Few of the items are reverse scored.

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Procedure

The participants were informed about the purpose of research and the questionnaires were filled through Google forms. The participants were thanked for their cooperation and help. Standardized psychological tests were administered to the participants.

RESULTS

The response of the participants were analysed. Mean, Standard deviation and Correlations were calculated to find out the relation between Resilience, EI and Psychological Well Being. The data was computed in the table given below.

Table 1: Showing Mean and standard deviation

	Resilience	EI	Well being
N	101	101	101
Mean	15.3	127	90.5
Standard deviation	3.13	16.7	12.6

Table 2: Showing Correlation between variables.

	Resilience		EI		Well being
Resilience	—				
EI	0.254	*	—		
Well being	0.421	***	0.383	***	—

Note. * $p < .05$, ** $p < .01$, *** $p < .001$

DISCUSSION

The results indicate there to be a positive correlation among all the three variables. There is a positive small significant relation between resilience and emotional intelligence ($r=0.254$, $p < .05$). The hypothesis regarding these variables is accepted. There is also positive correlation between Emotional Intelligence and psychological well being ($r=0.383$, $p < .001$), as was hypothesized. Further, we also found out that there is a positive correlation between resilience and well being ($r=0.421$, $p < .001$). Hence, our third hypothesis is also accepted. In a study by Galindo, Herrera, Pedrosa, Alvarez, Villardon, Cueto, (2017), the emotional intelligence was found to be in positive relation with well being among priests. Keshtegar, Jenaabadi (2015) in their studies found resilience to have notable certain positive correlation with emotional intelligence. Mak, Ng, Wong (2011) in their studies found resilience to be positively related to positive cognition and hence psychological well being of a person.

CONCLUSION

The study assessed the relationship of emotional intelligence with resilience and well being and found there to be a positive relation among all the variables. It was quite understood that psychological well being will have a positive relation with resilience and the results approved of that. The better coping abilities we have with difficult circumstances in life, the better we come out to be. The positive relation of emotional intelligence and well being proves that our capability to handle emotions directly affect our well being. Emotional Intelligence as described by other authors can be increased by just taking simple steps such

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as paying more attention to ones feelings, being vigilant to the time and circumstances when mood changes and so on. The positive relation of resilience and emotional intelligence implies that having outlook on life and managing emotions are both directly proportional to each other. Hence emotional intelligence should be nurtured in parallel with other types of intelligence and made a focal point of academic studies to inculcate resilience and well being of people.

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Conflict of Interest

The author(s) declared no conflict of interest.

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