Introduction

Emotional Intelligence (EQ) is shown to be an invaluable trait for both men and women. Research indicates that high EQ is an indicator for job performance and workplace flourishing. Studies also show that women have higher EQ than men, but women face a tougher challenge for success in leadership and career performance.

I hypothesize that “the future is female.” I question what it means for the future when women become the face of leadership in our modern society:

• Does this mean that the way in which we lead should and will skew more “feminine”?
• How will women and men fare in this future?

Methods

I reviewed academic and business literature, as well as popular studies of EQ and leadership diversity to understand the concept and definitions of EQ, the implications EQ has on the workplace, and the role gender plays in EQ and leadership.

From these texts, I formed my own definition of EQ and formed a hypothesis for the future of EQ and leadership across gender. Along with the literature reviewed, I used my personal experience in life, in work, and as a woman to develop my conclusions.

I define EQ as:

the ability to recognize and understand emotions both in yourself and in others, the ability to assess, process, and regulate these emotions accurately and appropriately, and the ability to harness emotions for growth both personally and intellectually

Results

Meta-analysis by O’Boyle, et al. found that the three streams of EQ1 correlated with job performance, which shows that EQ can predict job performance well, as shown by dominance analysis in the presence of FFM2 and intelligence. Schutte, et al. confirms the link between EQ and organizational success, suggesting that EQ competencies may directly facilitate workplace flourishing and encourage development of other qualities such as perception of power and workplace.

Studies indicate that the future is female and the "feminine" traits of EQ that correlate with "feminine," transformational leadership are the traits and qualities that resonate globally with men and women of all ages.

Conclusions

EQ is the ability to recognize, assess, and regulate emotions, which is key to success in displays of "masculine" leadership styles and female leaders are essential to the prosperity of business and government.

1. A different model: models that are not highly prevalent in the literature. The Mayer-Johnson Emotional Intelligence Test (MEIT) (a short version of the Mayer-Salovey-Caruso Emotional Intelligence Test (MSCEIT)); (2) self-reports on personal experiences in the human condition (using traditional social skill measures with EQ measures)); and (3) "mixed models" of emotional competencies based on the Mayer-Salovey-Caruso definition; and (4) "mixed models" of emotional competencies based on the Mayer-Salovey-Caruso Branch model of EQ (gene expression model).

Further Information

I have a passion for emotional intelligence, diversity, equality, and a specific stake in the proliferation of women in leadership positions. I am always ready for open discussion:
skburchfiel@gmail.com | 904.501.3102

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Human Dimensions of Organizations, The University of Texas at Austin

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