



## The Role of Emotional Intelligence In Adequate Leadership

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### ABSTRACT

Emotional intelligence is our ability to recognize, understand, and regulate our emotions and to respond to those emotions in constructive ways that allow us to communicate better, empathise with others on a deeper level, and overcome challenges in a more positive manner. Emotional intelligence is important in leadership because it improves self-awareness, increases accountability, fosters communication, and builds trusting relationships by helping leaders process their emotions in a more positive way that allows them to address challenges more effectively. It affects how we manage behaviour, navigate social complexities, and make personal decisions that achieve positive results."

This makes it an essential quality for a leader to have if they want to build a trust-based relationship with a team of highly engaged employees who feel valued, motivated, and happier in their roles.

Emotional Intelligence Matters

People with high EQ are more self-aware, better at regulating their actions, better at controlling their reactions, and more empathetic. They Build trust, Coach and motivate others, Create a culture of collaboration, Improve communication, Increase accountability, Reduce stress & Resolve conflicts.

High EQ not only make us a more effective leader but enables us to help others improve their EQ. In the presence of a leader with high emotional intelligence we feel heard, appreciated, protected, and valued. If we've ever been fortunate enough to work for someone who is kind, generous, respectful, confident (yet humble), who genuinely care about us.

We understand that energised feeling they imparted, and we most likely felt inspired, wanted to bring our best, and would follow them to the moon!

A leader who not only knows themselves really well but is also able to sense the emotional needs of others and act on that knowledge with tact, diplomacy, and poise is going to have a highly engaged team of employees who take pride in their work.

book smarts and technical skills will get us only so far, but emotional intelligence is a part of any good leader's skill set—and the benefits are immeasurable.

Developing our emotional intelligence is key to showing up strong and leading authentically. This will be the most effective shift we can make to improve our leadership skills and build strong interpersonal relationships with employees and clients.

The personal qualities and attributes of self-awareness, impulse control, persistence, confidence, self-motivation, empathy, social deftness, trustworthiness, adaptability, and a talent for collaboration that an individual possesses, at a given moment in time.

Essential High EQ leadership principles are:

The leader commits co-creating an organisation in which individuals can be and are encouraged to do their best to achieve shared goals.

The leader encourages people to create and articulate a shared vision and mission that is inspiring to everyone.

The leader shares authority and accountability with others.

The leader encourages people to work interdependently in order to achieve a shared goal.

The attributes of High EQ leaders are : knows themselves, honest ,remains authentic by being transparent and congruent, Uses their own special talents as a source of personal power, Uses their mental, emotional, physical, and spiritual energy to consistently do and be their best and most important is continuously striving for self-improvement. Emotional intelligence is a critical component of effective leadership. Leaders who are self-aware, empathetic,

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emotionally regulated, and socially skilled are better equipped to build strong relationships with their team and colleagues, manage conflict, and make sound decisions. By actively working to develop your emotional intelligence, you can become a more effective and successful leader.

References: <https://www.weforum.org/agenda/2017/02/why-you-needemotionalintelligence/>  
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