

## The Importance of Emotional Intelligence in Leadership

Dr. Urmila Yadav, Lecturer, Vivek T T College, Jaipur (Raj.)

When it comes to leadership, emotional intelligence has recently gained a lot of attention. We can be certain of one thing: it is a trait that can be assessed and improved. But what is it exactly, and how does it affect the way we think about leadership today? Page Two The ability to identify and regulate one's own emotions, as well as to use those emotions effectively to react in the most effective way possible when circumstances demand it, is known as emotional intelligence. It is also related to one's emotional intelligence and understanding of other people's feelings.

For everybody at any level of an organization, emotional intelligence is therefore crucial, but it also



In the context of leadership, emotional intelligence has emerged as a major talking topic in recent years. It is a trait that can be measured and developed, that much is certain. However, what precisely is it and how does it impact the modern understanding of leadership?

Emotional intelligence pertains to an individual's capacity to identify and manage their own feelings, as well as to use those feelings wisely in order to respond optimally when circumstances demand. It also has to do with how sensitive and aware one is of the feelings of others.

Therefore, emotional intelligence is a crucial quality for individuals at all organizational levels, but it's more crucial for those in leadership roles. An individual's connections, team management, and overall interactions with coworkers can be greatly impacted by a leader's emotional intelligence.

### Emotional intelligence: what is it?

The ability to identify, comprehend, and manage your own emotions as well as those of those around you is known as emotional intelligence, or EI. High emotional intelligence individuals are aware of their feelings, what they signify, and how they may influence other people.

Emotional intelligence is essential for success for leaders. Consider this: who is more likely to succeed in moving the organization forward, a leader who yells at their team under pressure or one who maintains emotional control and observes the situation with composure?

Emotional intelligence (EI) is the set of skills required to recognize, comprehend, regulate, and evaluate one's own and other people's feelings. This concept was first given by the team of Salovey and Mayer in 1990. The American psychologist Daniel Goleman, who contributed to the popularization of emotional intelligence, identified five essential components: Self-awareness, self-control, motivation, empathy, and social skills are the first five.

A leader's level of emotional intelligence increases with how well they handle each of these areas.

### Self-knowledge

Being self-aware implies that you are always completely conscious of your emotions and that you are aware of the impact that both your feelings and your behavior might have on those around you.

A self-aware leader keeps an accurate assessment of their advantages and disadvantages and, in spite of their position of influence, retains a humble outlook on life.

### Self-control

Self-control keeps you from exploiting your position of authority to disparage and/or



International Advance Journal of Engineering, Science and Management (IAJESM)  
Multidisciplinary, Indexed, Double-Blind, Open Access, Peer-Reviewed,  
Refereed-International Journal, Impact factor (SJIF) = 7.938

stereotype other people and from acting rashly or irrationally, which could jeopardize your judgement.

### **Inspiration**

Self-motivated leaders set very high expectations for the caliber of their work, inspire their team members, and strive tirelessly toward their objectives.

They cultivate a constructive emotional bond with the outcomes they aim for, utilizing it to propel them ahead without becoming compulsive.

### **Compassion**

It takes empathy to be able to see yourself in other people's situations and take into account their distinct viewpoints. When it comes to properly managing a group or organization, this is crucial.

Empathic leaders actively assist their team members' professional and personal development, provide constructive criticism without making the recipient feel badly about themselves, and routinely ask for input from their staff. These are the kind of leaders who can inspire staff members to go above and beyond expectations.

### **Social abilities**

Socially adept leaders are excellent communicators, which is highly helpful when trying to excite your team about a new goal or project.

Their subordinates feel confident enough to inform them of anything since they possess the emotional intelligence to handle both positive and bad news with the same level of clarity.

Socially adept leaders are also excellent at organizing, implementing, and supervising significant changes in the workplace and quickly and fairly settling any conflicts that may arise.

### **When leaders possess emotional intelligence, what happens? ...**

Emotionally competent leaders create safe spaces where staff members feel free to express their thoughts, make suggestions, and take measured risks. Collaborative work isn't just a goal in these secure workplaces; it's ingrained in the organizational culture overall.

An emotionally intelligent leader knows how to harness feelings to propel the group ahead. Leaders are frequently in charge of implementing any essential changes inside the organization, and they may plan and prepare the best ways to do so if they are aware of the potential emotional responses of others to these changes.

Additionally, emotionally intelligent leaders are able to move forward with plans without concern for how it will affect their egos because they don't take things personally. Personal grudges between managers and staff are one of the most prevalent workplace obstacles to productivity.

An emotionally intelligent leader knows how to harness feelings to propel the group ahead. Leaders are frequently in charge of implementing any essential changes inside the organization, and they may plan and prepare the best ways to do so if they are aware of the potential emotional responses of others to these changes.

Additionally, emotionally intelligent leaders are able to move forward with plans without concern for how it will affect their egos because they don't take things personally. Personal grudges between managers and staff are one of the most prevalent workplace obstacles to productivity.

### **When leaders lack emotional intelligence, what happens?**

Being a leader comes with a lot of stress because you are in charge of hundreds or even thousands of people's lives. Because they are unable to control their own emotions, leaders with low emotional intelligence often become emotionally unstable under pressure. This might take the form of verbal abuse and subtle aggression.

Because of this, the workplace may become even more stressful, with employees constantly



International Advance Journal of Engineering, Science and Management (IAJESM)  
Multidisciplinary, Indexed, Double-Blind, Open Access, Peer-Reviewed,  
Refereed-International Journal, Impact factor (SJIF) = 7.938

treading carefully in an effort to stop the next tantrum from occurring. Because the employees are too preoccupied with their fear to concentrate on their work and form bonds, this frequently has negative repercussions on productivity and team cohesion.

Being emotionally dim makes it difficult for team members to work together in an organization. Most employees are afraid to provide thoughts and suggestions when a leader loses control over their emotions and behaves in an unacceptable way because they don't know how the leader will react.

But a boss devoid of emotional intelligence doesn't always snap at their staff. An incapacity to handle potentially emotionally charged circumstances can also be a sign of low emotional intelligence. Most leaders deal with conflict, and a leader who lacks empathy for others will frequently find it difficult to identify disagreement in the first place, much less handle it skillfully.

### **In conclusion,**

All great leaders recognize the power in their emotions, which is why they take care to recognize, comprehend, and control them. They also go on to train people under their direction to do the same.

This is known as emotional intelligence, and it is one of the most crucial qualities that a leader in a modern organization should possess.

