

Use of Emotional Intelligence in a Positive Work Environment Continued for success Career

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Introduction

The term emotional intelligence was created by two researchers, Peter Salovey and John Mayer in their article "Emotional Intelligence" in the journal *Imagination, Cognition, and Personality* in 1990. It was later popularized by Dan Goleman in his 1995 book *Emotional Intelligence*.

Various models have been developed to measure EI. In 1987, Keith Beasley used the term Emotional Quotient (EQ) in an article, named after the Intelligence Quotient (IQ). The trait model, developed by Konstantinos V. Petrides in 2001, focuses on self-reporting of behavioral dispositions and perceived abilities. The ability model, (Mayer et al., 2023) focuses on the individual's ability to process emotional information and use it to navigate the social environment.

Objectives:

→ **Self-awareness:** It enables individuals to identify and capitalize on their strengths, address their weakness, make informed decisions, enhance interpersonal skills, foster continuous learning, and build resilience. Self-awareness also positively benefits others because of the intentional effort to be open, vulnerable, and relatable.

For example:

Mediation: You can meditate in various ways to achieve better self-awareness of your emotions. Some of the best times to meditate are in the early morning and right before when we mediate or practice mindfulness, we are paying attention to the things that can often get ignored in our busy day-to-day the present moment.

→ **Motivation:** Intrinsic motivation also plays a key role in emotional intelligence. People who are emotionally intelligent are motivated by things beyond. Motivation is a vital trait of every leader or successful employee. Motivated people are driven to achieve goals and exceed the expectations set. Motivated people with high emotional intelligence tend to be highly motivated as well, which makes them more resilient and optimistic. They find ways to.

For example:

If you are happy, you are energized to something that you believe will help you maintain the happy feeling.

→ **Practice:** Practice awareness. Take time to pay special attention to interactions around you. Listen to what others are telling you through their words and non-verbal. Instead, it is an array of skills that require continual practice. Therefore, to truly develop your emotional intelligence and equip yourself with skills to handle your feelings.

For example: 'Office employee friends' group



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The employees working in the company are from this group and all these employees are friends with each other. And all these friends sit in a group and talk among themselves. Some friends would talk negative and some friends would talk positively. All my friends listen and understand each other very carefully. A friend expresses his feelings about something negative. So, a friend expresses his feelings on something positive.

→ **Active listening:** Active listening you to listen attentively to a speaker, understand what they are saying, respond and reflect on what is being said, and retain the information for later. The keeps both listener and speaker actively engaged in the conversation, and it is an essential building block of compassionate leadership.

For example:

- A.] Pay attention.
- B.] Show that you are listening.
- C.] Provide feedback.
- D.] Defer judgment.
- E.] Respond Appropriately.

→ **Adaptability:** In today's fast- paced business world, adaptability is crucial. Emotional Intelligence individuals can quickly adjust to changes, whether they are technologies emotional self-awareness, emotional self-control adaptability, achievement, orientation, positive outlook. Influence coaching and mentoring empathy conflict.

For example:

Having the flexibility to handle change, balance multiple demands, and adapt to new situations with fresh ideas.

Suggestion a positive work environment continued for success career

- Encourage team members to take breaks, practice self-care and prioritize their well-being. Create a supportive and nurturing work environment. Foster open communication and collaboration. Provide resources and support for your team members.
- Open and transparent communication channels are vital in positive work environments. Encouraging continuous feedback, both from leaders and peers, fosters a culture of improvement and growth. Employees feel heard and valued, leading to increased job satisfaction and a more constructive work environment.

For example:

A.] Promote Open Communication



Open communication is the key to building trust, promoting transparency, and encouraging successful problem-solving. Using the top employee handbook software streamlines policy management. Open communication channels can help in creating a positive work culture that leads to increased employee engagement and overall success.

One way to promote open communication is by:

- Being receptive to others' perspectives and suggestions
- Demonstrating your willingness to provide assistance and guidance
- Raising any queries or concerns with the appropriate people

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Transparency in communication can help you find resolutions rather than fuel additional conflict, which enables you to make progress and improve employee morale.

Remember, poor communication can impede your progress and harm your relationships with colleagues, so make an effort to cultivate positive behavior and strong communication skills in your workplace.

B.] Demonstrating a Positive Attitude



Your attitude can significantly impact your workplace culture and personal success. Embracing challenges and adopting a solution-oriented mindset can inspire those around you to follow suit and strive for greatness.

In the following sections, we'll delve into:

- The importance of embracing challenges
- Being solution-oriented
- Equipping you with the tools and mindset to make a positive impact on your team and organization.

C.] Prioritizing Work-Life Balance



• Prioritizing work-life balance is essential for overall well-being and productivity. Setting boundaries and encouraging self-care among team members can create a healthy work environment that promotes success for everyone involved.

• In this section, we'll explore strategies for setting boundaries and encouraging self-care in the workplace.

C.] Encourage Self-Care Among Team Members



• Encouraging self-care among team members is vital for promoting a supportive and understanding work culture. By fostering a healthy work environment that supports boundaries and self-care, you can ensure the well-being and productivity of your colleagues.

• To encourage self-care, promote open communication and collaboration, and provide resources and support for your team members, follow these steps:

- Recognize and reward achievements.
- Encourage team members to take breaks, practice self-care, and prioritize their well-being.
- Create a supportive and nurturing work environment.



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- Foster open communication and collaboration.
- Provide resources and support for your team members.
- By following these best ways to make improvements, you not only contribute to the overall success of your organization but also make sure to create a positive and thriving workplace for your colleagues.

Conclusion:

A.] Conclusion of Emotional Intelligence:

- Emotional intelligence is a critical aspect in leadership and individual effectiveness. EI is made up of competencies that can be observed, assessed, learned and developed.
- Being intelligent about emotions means that we can perceive and use emotions to create optional relationships and produce desired outcomes. Emotional intelligence can be key to success in our life career. The ability to manage people and relationships is very important in all leaders, so developing and using your emotional intelligence can be a good way to show others the leader inside of you.

B.] Conclusion of to create a positive work environment continued for career success:

A good working environment is essential for employee well-being, job satisfaction, and overall performance. It can lead to increased productivity, better collaboration and teamwork, reduced stress levels, a positive company culture and increased employee retention.

