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EMOTIONAL INTELLIGENCE

Summary of Models of Emotional Intelligence

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Bar-On (1997a)	Salovey & Mayer (1990); Mayer & Salovey(1997)	Goleman (1998a)
<p>Bar-On's approach to EQ was multifactorial, grouping 15 proposed components under five composite scale scores (Appendix F):</p> <ol style="list-style-type: none"> 1. Intrapersonal 2. Interpersonal 3. Adaptability 4. Stress management 5. General mood 	<p>Proposed a four-branch model of emotional intelligence – later revised (1997) – involving:</p> <ol style="list-style-type: none"> 1. The ability to perceive emotion accurately. 2. The ability to appraise and express emotion. 3. The ability to understand emotion and emotional knowledge. 4. The ability to regulate emotions to promote emotional and intellectual growth. 	<p>Popularised the concept of emotional competencies:</p> <ol style="list-style-type: none"> 1. Self-awareness – understanding yourself, your strengths and weaknesses and how you appear to others. 2. Self-regulation – the ability to control yourself and think before you act. 3. Motivation – the drive to work and succeed. 4. Empathy – understanding other people's viewpoints. 5. Social skills – communicating and relating to others.

table continues

Goleman (2001a,b)

Goleman later adjusted his five-dimension model to what he called 20 competencies in four clusters of general emotional intelligence abilities:

1. Self-awareness (3 competencies).
2. Self-management (6 competencies).
3. Social awareness (3 competencies).
4. Relationship management (8 competencies).

Davies, Stankov & Roberts (1998)

Proposed the construct of emotional intelligence encompasses a set of conceptually related psychological processes involving the processing of affective information. These processes included:

1. The verbal and nonverbal appraisal and expression of emotion in oneself and in others
2. The regulation of emotion in oneself and others
3. The use of emotion to facilitate thought

Higgs & Dulewicz (1999)

Identified 7 constituents of emotional intelligence, in three main categories:

1. The drivers – motivation and decisiveness. These characteristics energise and drive people towards their goals.
2. The 'constrainers' – conscientiousness and integrity, emotional resilience; acting as controls and curbs to the excesses of the drivers.
3. The enablers – sensitivity, influence and self-awareness. These facilitate performance and help the individual to succeed.

table continues

Palmer & Stough 2001

Proposed a taxonomy for emotional intelligence and developed a 360 multi-rater emotional intelligence test; the SUEIT: Swinburne Emotional Intelligence Test, now established commercially as the Genos EI Assessment Scale. Genos EI is based on five competencies:

1. Emotional recognition and expression
2. Understanding others' emotions
3. Emotions direct cognition
4. Emotional management
5. Emotional control

Note. Information in this table is necessarily succinct. Readers are encouraged to consult the original source for specific details.