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### Role of emotions in assessing IQ

The limitations have always been acknowledged

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The limitations of the IQ Test have always been acknowledged, and not only by those who perform badly in it.

Plenty of industry leaders have accepted that the measuring of left-brain logic alone gives a lop-sided evaluation of talent. But the other half of the picture, defined as Emotional Intelligence (EI), has generally defied classification and systematic study.

The nearest thing to a consensus about Emotional Intelligence is a four-part division called the Ability-based model, separating out the four most relevant capabilities on which candidates should be examined:

1. Perceiving emotions: This is learning to detect and decipher emotions in speech and action, to try and assemble a basic emotional profile.
2. Using emotions: This entails harnessing emotions to influence left-brain (cognitive) processes like practical problem-solving.
3. Understanding emotions: This relates to the in-depth study of emotional terrain, charting the nuances between different emotions, learning how they evolve.
4. Managing emotions: This concerns the power to influence and regulate emotions, to gain valuable control over emotionally-charged situations.

Self-knowledge

I once worked for a major supplier of air-conditioning machinery, where Kevin was a brilliant engineer who was eventually appointed managing director.

Kevin was all masculine left-brain. He ruled through pure logic and reason, as though his employees were simply machines that needed routine operation and maintenance.

One of the other directors had attended a course on 'EI' and sent in his report to Kevin.

He said it had revealed a lot of things about himself that he had never known before.

However, to Kevin, this was irrational nonsense, in the same bracket as flat-earth theory. But quite by chance, Kevin soon came to change his mind about it, through one trivial incident in the course of a day's work.

An important meeting had just ended and they urgently needed a transcript of the proceedings.

One of the audio-typists had carried ahead with it so quickly that she had forgotten to turn off the speaker. So this recording of the meeting could be heard, loud and clear, over the entire department.

Kevin promptly came out of his office to tell her to turn off the volume. As he crossed the room, he vaguely wondered whose was that ugly, shrill, over-bearing voice that seemed to be dominating the meeting before he realised with horror that it was his own.

This made a bigger impact on him than he wanted to admit. He had never realised that he sounded so aggressive in ordinary routine dialogue. And he began to see an explanation for why some key managers appeared to be either intimidated or defiantly hostile in his presence.

That is how Kevin became an unlikely convert to the study of Emotional Intelligence.

The IQ Test is known to be only a one-sided picture of talent .  
The other half of the picture is called Emotional Intelligence.  
You have to chart your own emotions as well as those of other people.