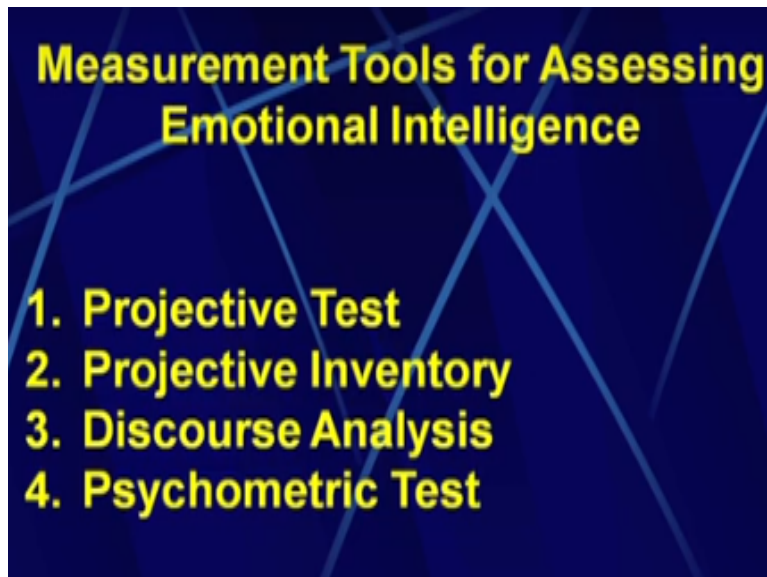


Emotional Intelligence
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Module No # 3
Lecture No # 13
EQ Assessment

Well we were discussing about various measures about emotional intelligence how best emotional intelligence can be assessed and measure we discussed various types of various modes of measuring emotional intelligence. One way is through Projective Test another is Psychometric Test in our last lecture we are discussing about difference techniques of projective test.

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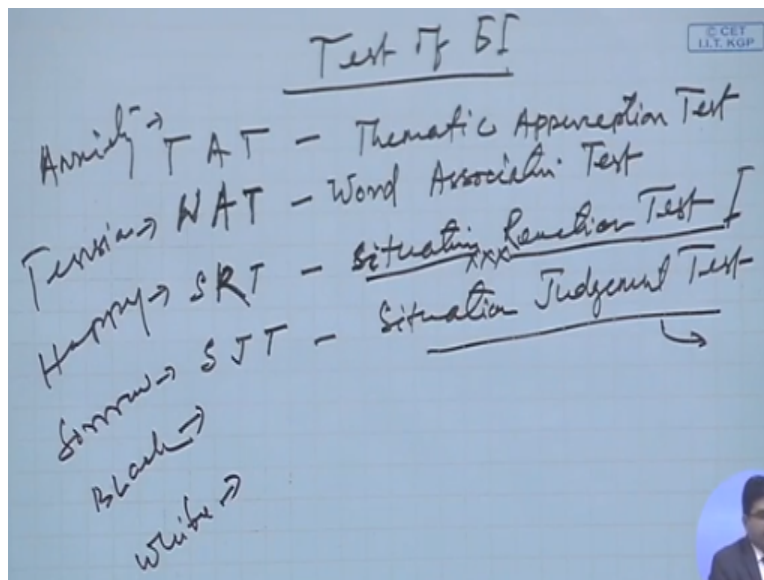
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Measurement Tools for Assessing Emotional Intelligence

Projective Test

- i) TAT
- ii) WAT
- iii) SRT
- iv) SJT

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For example Thematic Test Apperception Test. TAT then WAT this is called Word Assessment Test, Thematic Apperception Test third one is called SRT Situation Reaction Test there is one more called SJT Situation Judgment Test. How a person judges difficult or difficult emotional situations and take appropriate decisions that determines a person's emotional maturity or once stability without getting involved emotionally in the situations.

In our daily life we often encounter with various situations that is often encounter with the unrealistic situations say for example suppose you are walking on the road and then suddenly you saw a snake in front of you. You never have any prior knowledge how to deal with the snake

but with your experience and exposure in various encounters watching movies practical like situations where people have dealt with snakes in these kinds of situations you try to recall those experiences and apply on these parts.

And then you start applying those experiences and then try to get rid of the situations. So this is how people often relate to themselves to different situations they have encountered in their life another situation is suppose there is a very emotional situation. You lost one of your close ones how you are been affected by that even say for examples like traumatic situations. When we assess various psychological symptoms of PTSD Post Traumatic stress Disorders like say for examples people affected by cyclone tsunami any kind of natural disaster or a manmade disasters.

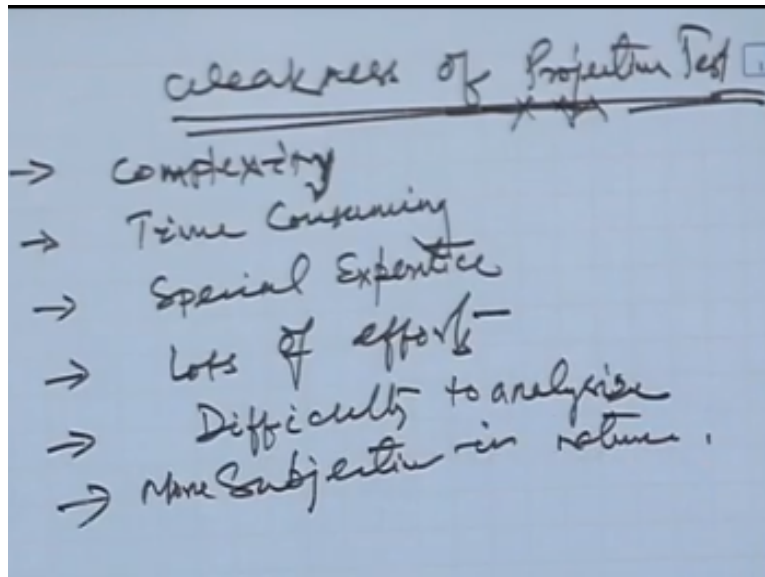
How people cope with those situations and how quickly they come out of those tragic events and the quick recovery of tracks from adversity or tragic events is an indicator and sign of once emotional maturity or emotional coping skills. So emotional coping itself acts as or an indicator of one's emotional intelligence in form of work association test.

It is a test by the help of which say for a series of words are given to the candidates or subjects and the subjects is asked to write a full sentence making use of those words say for I have listed a group of words like anxiety, tension, happy, sorrow like this combination of both positive and negative words or say for example like black, white. So how the person connects his ideas thoughts and feelings and express them in form of full sentence. That will be indicator of his actual original feelings or the state of his emotions.

So by the help of those sentences which can evaluate the emotional patterns of his behavior or his orientation towards emotional situations and we have already discussed about TAT through Picture perception Test creating emotional situations. We could observe the behavioral patterns the personality traits the personality orientation of a person to how he reacts to a given situations.

So these are in a nutshell I am not going into detail term because will be more focusing on psychometric test because this test are what we call very complex in nature

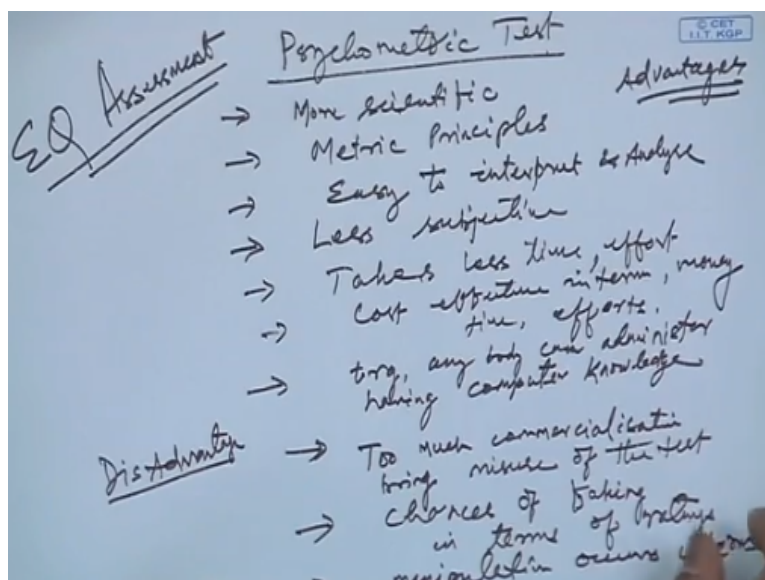
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Complexity they are time consuming this is otherwise we call the witnesses the weakness of projective test, this is very complex process. Pattern of responses are very difficult to analyze it is very times consuming it requires special expertise.

It requires lot efforts so due to this nature of test administration and analysis difficult to analyze because it is subjective more subjective in nature. So these are some of the witnesses of this projective test so who is often restrictors to make use of neck to neck to make frequent use of this test in the analysis of emotional intelligence.

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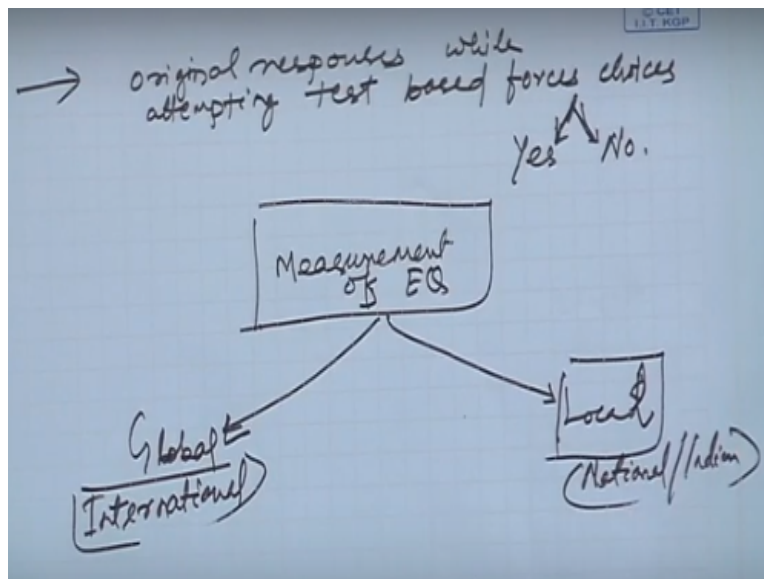


But however it is it is the best way of evaluating one's deep state of emotional affairs as it goes into a deeper analysis one's behavior but in term when you talk about the scientific nature of analysis then we look into the psychometric test.

So why psychometric test is prefer over the projective test because it is more scientific in nature we can quantify but in projective test is very difficult to quantify the responses. Second it is based on metric principles easy to interpret and analyze. It is less subjective and it takes less time effort and it is also cost effective in terms of money and efforts money, time and efforts.

And well nowadays computerized test are also available so with a little bit of training with training anybody can administer having computer knowledge. So these are some of the advantage advantages of psychometric tests for EQ assessment. However it has also got some disadvantage of too much commercialization brings misuse of the test.

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Second there is a chance of faking chances of faking in terms of rating scales rating scales in terms of fortune four choices manipulation occurs in terms of original responses in terms of original responses while attempting test based on force choices.

So force choices means yes or no format neither of these two categories applies to the subject then the subject is misled is unable to decide the kind of response he or she gives may not be

accurate to the situations and these are some of the possible features that make the test weakness but however and this is best way to analyze once pattern because it is more scientific it is more scientific in nature means it has objectivity, reliability and also certain norms are there to compare and contrast between subjects between individuals between groups also.

Well welcome welcoming across various measures of global test the whole measurement of EQ global and local. So local means national or Indian and global means international. So in the history of EQ test assessments..

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We have seen rounded large number of global test is available such as I have just gathered few of them. But nowadays there are many more has come up and published in centering journals, books and magazines. So I have just documented 4, 5 important global measures. The global measures.

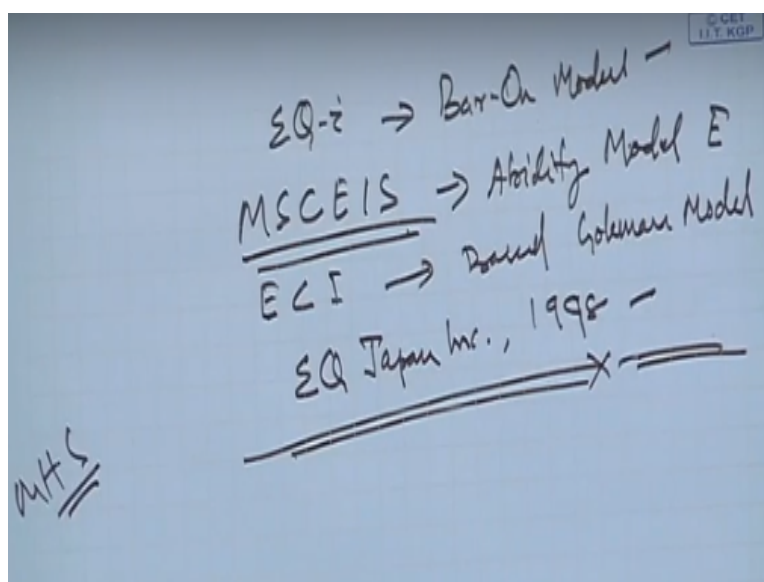
We have ever come across is called the Baron EQ test so this is highly popular as it came out for first time in the field psychology creating hmmm a lot of impact in the psychology community and also among the health professionals as the test extends up to the assessment of EQ health, happiness, and coping with stress.

So looking at multiple facets of the scale psychologist has tried to make use of this test for multiple uses. There after many other techniques and tools have come up one such tool is called EQ mapping this test is based on mixed model approach of emotional intelligence. This test is also published in the book emotional intelligence in the business written by Robert Cooper and Sawaf.

This is a very wonderful book completely source the application of emotional intelligence in organizational context how it applies to teams? How it applies to leaders enhancing leadership skills and enhancing performance maintaining happiness and coping with stress at work place then the third tool are known as emotional competence inventory. This is based on the Goleman's model of emotional intelligence by at is Goleman and his colleagues.

They developed this tool by identifying certain skill EQ skills and competencies putting them into their theoretical framework in the year nineteen ninety nine will be discussing about all the facets in our discussion when we will move forward. Then another very important and widely used test of emotional intelligence is known as Mayor and Salovey because the emotional intelligence tests. However this test was first developed by Mayor and Salovey, Mayor and Salovey emotional intelligence scale and rather in latter they included the prospective of research work of Carrizo.

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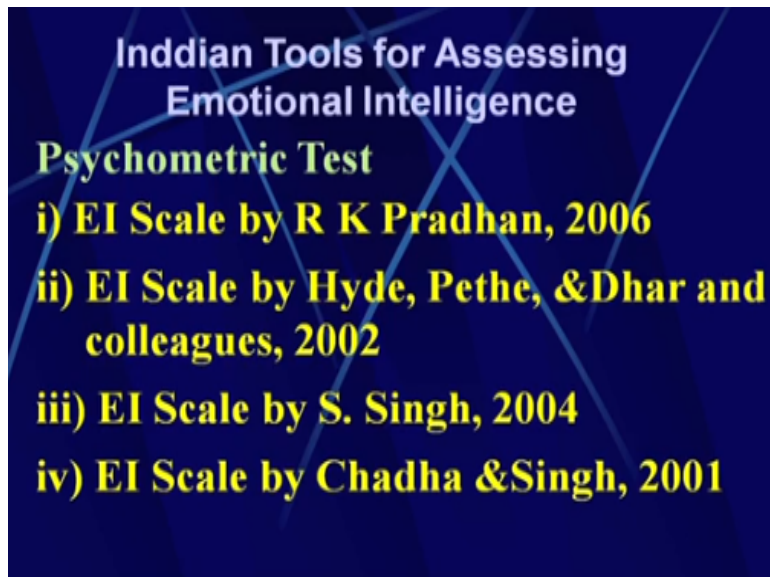


So that is why revised next revised tool of (()) (18:37) emotional intelligence scale this scale was based on the ability model of EI then Baron's model Baron's EQI was based on Baron's model that is personally driven.

ECI Emotional competency model based on Goleman's model, we have also seen one of the famous and very popular EQ test developed by a group of psychologist in Japan that is called EQ Japan INC in the year Nineteen Ninety eight. So these are some of the important measure of emotional intelligence now available now in the commercial markets a published by various agencies such as Baron's EQ and EQ mapping this are published by multi health system.

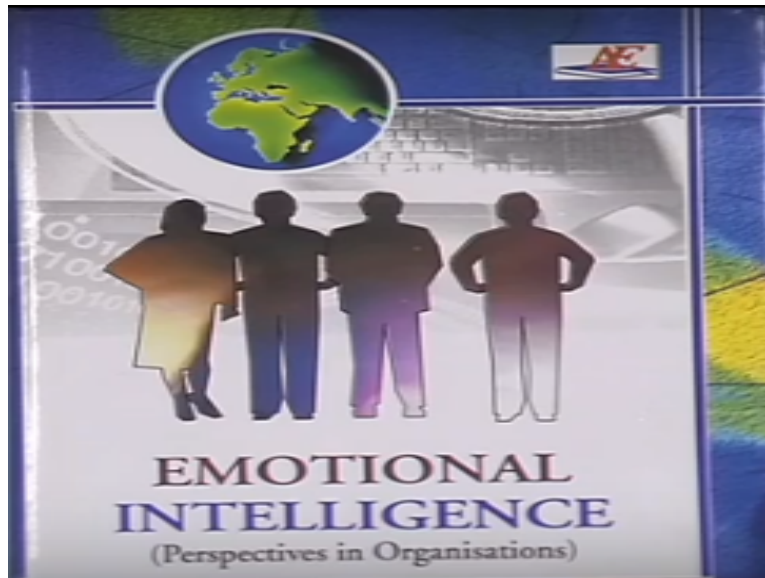
Likewise many of them are published by many various other agencies these is also another popular emotional intelligence test available in the market is called trait emotional intelligence that is a developed by Fordham and colleagues.

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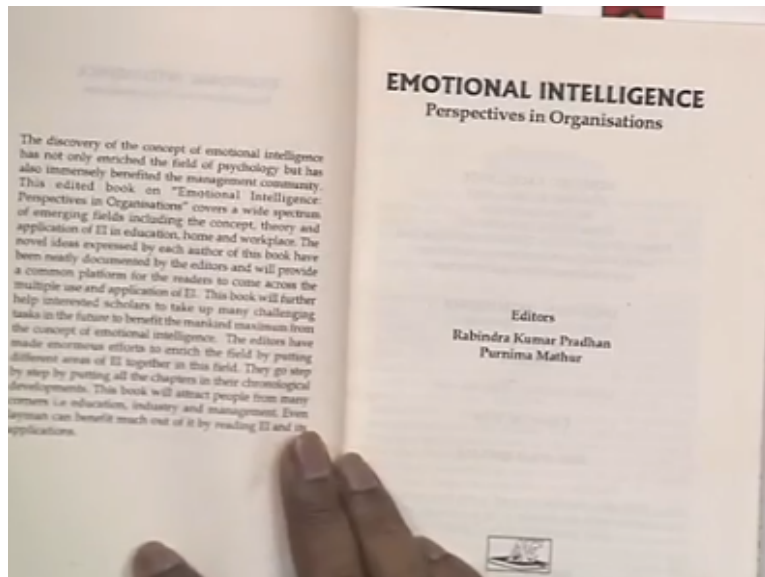
But during the last more than ten in ten years lot of research has been conducted in Indian setting even I myself has published so far two important volumes taking Indian results and prospective into considerations in the year nineteen ninety seven.

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This is this is my first book on emotional intelligence prospective in organizations this is a unedited volumes this was first time published by edited by Dr.Rabindra Kumar Pradhan myself and Purnima Mathur one of the very widely well-known psychologist in India retired from IIT Delhi from department of humanities and social science.

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ups and downs in the world where we live and but is worth about this book is very much evident contents and issues evolved in various chapters. For time in India, such a volume will be available to EI with multiple perspectives in the Indian context. research is endless and every end is a starting point unanswered research questions. We hope this will help us to gain new ways, insights and ideas in EI research in future. The editors of this volume site suggestions from the readers to make it more useful in their next venture of this kind.

Rabindra Kumar Pradhan
Purnima Mathur

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In fact this is a very unique book and very original in its nature. It is unique in this nature and it documents a large number of research works pertaining to three important domains such as it covers first the fundamental theoretical concept and measurements covering for important chapters where important theories like theory of mind it approaches to understanding emotion has been highlighted by Nanditha Babu and his colleague professor Babu is currently a leading psychologist in India and heading the department of psychology in university of Delhi.

The second chapter was written by myself and one of my research scholar we both try to emphasize on the psychometrics status of emotional intelligence where we have brought out how emotional intelligence tools are available across the globe and in India and how they have tried to measure by different prospective and approaches that shows the different the different psychometric status of emotional intelligence developed by psychologist.

And the third chapter focuses on emotional intelligence research in India this is one of the conceptual paper developed by one of the very well-known psychologist widely known in India Nithin Kumar S Sindam now he had shifted from Pune University to one of the well-known central university located in north east.

And the fourth chapter was titled as emotional intelligence and personality where two psychologist from different institute of psychological research where has been exclusively researched and applied in different sectors more than two hundred psychologist in India are working for defense. They both of them to tried to link what are the relationship between the concept of emotional intelligence and personal (()) (23:47) meters wonderful they have a elaborated the concept and has brought out the inter relationship between the two subjects.

Going further these books also emphasize how emotional intelligence has been applied in education and home environment. Where two psychologist try to emphasize upon the impact of physical attributes of family on emotional intelligence and its academic achievements finding the interrelationship this was written by Vinod Kumar Sanol one of the important or you see one of the important psychologist in the domain of emotional intelligence is a leading psychologist in the field of emotional intelligence research.

Then later on another different psychologist Dr.White Naglieri who tried to emphasize and find out what are the correlates the emotional intelligence, competencies and emotional creativity

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In the last section which is the most important in now a days pertaining both industrial and organizational psychology to the management sectors where people have tried to examine the relevance of emotional intelligence. So when we come back we will try to examine what exactly

which are the domains that has been explored by Indian psychologist in and assessing emotional intelligence at work place thank you