

Comparing Measures of Emotional Intelligence

In illustrating some of the relationships among the various EQ measures (see table below), Dr. Marilyn Gowing, a key contributor to the Consortium for Research on Emotional Intelligence in Organizations says “**EQ Map®**” ...**goes beyond competencies to incorporate environmental and outcome variables**. [p. 129]. Her chapter published in *The Emotionally Intelligent Workplace*, edited by Cary Cherniss and Dan Goleman (Jossey-Bass), compares four statistically reliable instruments that purport to measure emotional intelligence. Dr. Gowing says: “In essence, Mayer and his colleagues built on the foundation of personality theory in developing emotional intelligence assessments. Boyatzis and Goleman began with a theory of performance in the world of work. Reuven Bar-On has seemed to draw on both personality theory and the theory of performance in the workplace, and **Esther Orioli, working with Robert Cooper, has taken a broader**

perspective still in mapping the environment, competencies for performance, and outcome measures [p. 86].” In an interview regarding the importance of measuring emotional values and attitudes, **Esther M. Orioli**, author of **EQ Map®** reported that according to her studies, competencies alone do not dictate one’s behavior. **Simply knowing or having a skill does not guarantee its use**. “I’ve met many a corporate CEO who knew how to say thank you for work well done. Having this competency rarely resulted in practice however, because showing appreciation was not highly valued or considered important in the leaders’ perspective.” She goes on to state, “EQ values significantly indicate behavior. **For these reasons, EQ Map® integrates six values and attitude scales as well as five competency measures, giving the taker the most accurate picture of their emotional intelligence and its manifestation in the context of real life.**”

