

Emotional Intelligence
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Module No # 5
Lecture No # 25
EI in Health and Wellbeing

Well good morning welcome back to our ongoing session on emotional intelligence so in this class we are going to discuss about three important concept emotional intelligence, mental health and wellbeing. So we will try to bring out this concept in the sphere of three different environments in our personal life what we call at home and what is the application and interconnects of these three concepts in the school environment.

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**Emotional Intelligence,
Mental Health and Well-Being**



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How adapted students behavior students, teachers behavior and how it appears the whole classroom atmosphere and also we look into how these effects our work related behavior of job outcomes. So before I go into details about these three concepts I would like to show a small video that will summarizes how emotional disturbances affect human behavior at work place. This is what we call the unpredictable behavior of.

(Video Starts: 01:30)

This is the last time this is the last time to you know I am tired of you stringing me along what is going on into the lab and passion someone needs to find out what it was about yeah Oscar says

that is not sound like a sincere apology to me and I do not accept it, this is about you having an outburst in a public space and not telling anyone why yeah it is messed up.

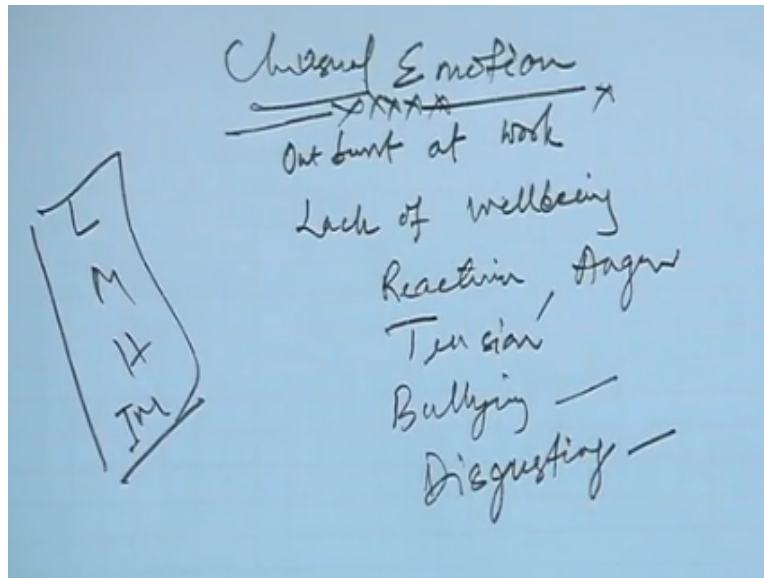
You know what I am so concerned about Oscar's wellbeing that I will give one hundred dollars to whoever can tell me what the call is about there is a bounty out for information on your diary if you want to share with law I would share you twenty five bucks a day. Hey Oscar am out of here Kevin I just want to say that seem kind of angry before is everything ok may I talk about it now get out of here. Kevin I am eating shut the door I am just trying to talk to him where is someone saying here disgusting are you crying.

Look if I wanted to talk about it with my friends none of whom work here listen you I am so angry at you I cannot I will tell me you mind me tell me yours no Oscar hey I heard you had a corner phone I had love to hold it and just see how I feels okay but what is its password protected there is an option business affairs okay I will be more specific what do you doing I am not a part of this why you are looking though my things those are my car keys really looking for your keys in my drawer. Yes get away from my stuff I am used up from all this intrigue.

(Video ends: 04:21)

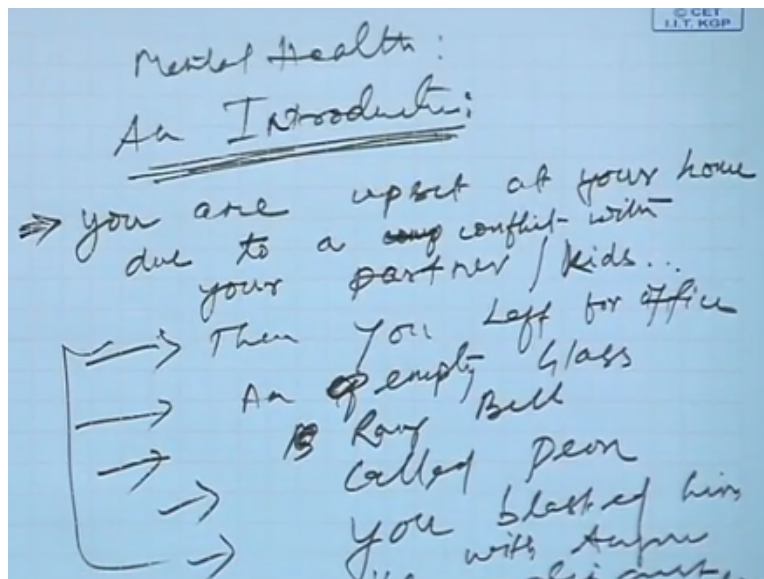
Yeah that is exactly the situations taken from office that happened just no saw what is happening to this guy you just imagine a workplace while you are working and people all around you that behaving in such manners what will happen to you.

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So this video that summarizes the unpredictable behavior of people at work place these are not nothing but the expression of unusual emotions. So what do you think about it is it a sign of once emotional intelligence low level of emotional intelligence medium or high are a very immature type of emotional intelligence. So it seems that all these people who were reacting out bursting are bullying at others reacting at the others maybe they are losing the sense of how exactly they should be behave at work place.

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So when you talk about in terms of health and wellbeing how do you relate to this situation say for a you are a I would like to quote one more examples the let us begin with mental health an introduction. So all the mental health has been defined by many people in many ways so to me

the mirror understanding of mental health, is just like the harmonious growth and development of one's personality.

How well how balanced is your personality to deal with the everyday demands of life. But say for examples you are upset at your home due to a conflict with your partner parte or kids or any family members. You know you love all of them so you not react the way you should and then suddenly and then you left for office.

So when you reached your office suddenly you find an empty glass on your table then you rang the bell, call the peon and then you blasted him with lots of anger hard words disgusting feeling etc., with heavy reactions. So just imagine how would be the situations there after. Then suddenly the peon goes out of the scene saying too many things to himself talking you know self-engagement a lot of (()) (08:45) what a man were gone with these man there must be something wrong with this person at home.

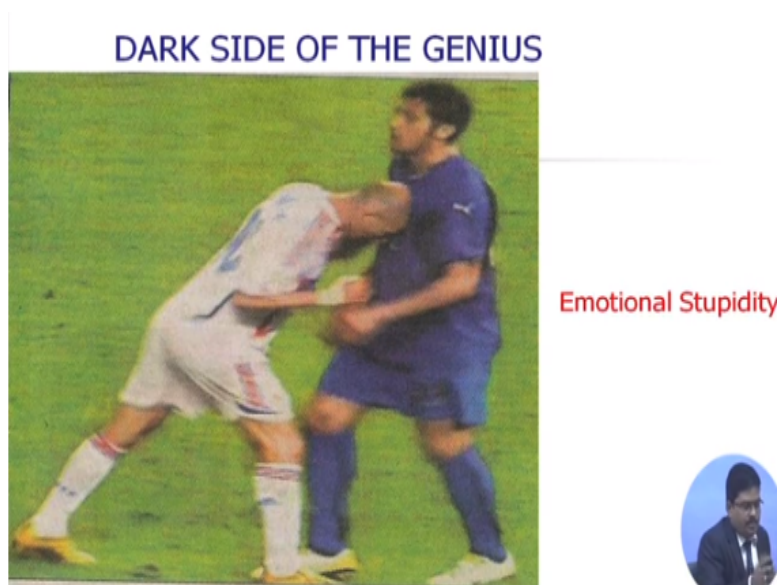
So that is why so in the process what we are actually doing by re acting without and fault towards the peon. We are making our day full of anxiety, tension, stress you are creating a climate of frustration. So which causes the whole atmosphere full of anger dissatisfaction etc., so in the process you are spoiling the day for yourself as well as other colleagues at work? So if this kind of behavior continues probably the man mentally sick or psychologically heavily disturbed after sometimes.

So that creates indication that how a person should behave at work place and what should be the mental state of affairs because as you all know that our psychological state carry forward towards it day for work. So that is why we are trying to study it not only our work prospective. Similar kind of things also when you deal with disturb children's in our classrooms suddenly you will find very many intelligent persons and displaying very unusual behaviors.

Which is not good for the classrooms, while the teaching is going on you will find some people will be taking to each other, some people were chatting on mobile. So this kind of behavior unwanted behavior is a sign that the student is not in control see his behavior is not in right side.

So what would be the way out? What could be the role of emotional intelligence in bringing that behavior into classroom situations to make him effective in his academics?

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These are some of the things that also happen in some of the situations like we earlier discussed like you could you relate the mental state of this person he is exceptional intelligence as far as force is concerned but what gone wrong when what went wrong with this person that he displayed such kind of behavior.

Can you imagine that even a people a person who highly intelligent would be regulated will be exceptionally a good in his performance in his related activities could display this kind of behavior. So some people say even intelligent people can display stupid behavior

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This is also another person who is engaged in continuous talking and exchange with some people with full of tension anger and anxiety. This is definitely not a good state of mental health.

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“Deficient Emotional skills may be the reason that more than half of marriages end in divorce”




This is also happens in our everyday life husband wife conversations say for examples early morning you get up having a cup of tea over tea table but suddenly a hot argument starts from there and see the rest of the day is well known what will happen after this.

So people often say that deficient emotional skills maybe the reason more than half of the marriage ends in divorce it is not only it will lead to only diverse but forget about diverse if you

think that family is first priority but your family will be full of disturbances will full of formal as far as psychological climate is concerned.

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Aims

- ❖ To understand the concept and theories of EI
- ❖ To discuss whether EI contributes to mental health and well being
- ❖ To project the application of EI in the promotion of mental health

So it is very much important to understand the concept of emotional intelligence to discuss whether emotional intelligence contributes to mental health and wellbeing and also to project the application of emotional intelligence in the promotion of mental health.

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Three Competing models , all Labeled " Emotional Intelligence




<u>Mayer & Salovey(1995)</u> " Emotional Intelligence is the set of abilities that account for how people's emotional perception and understanding vary in their accuracy. More formally , we define emotional intelligence as the ability to perceive and express emotion, assimilate emotion in thought , understand and reason with emotion, and regulate emotion in the self and others." <u>MAJOR AREAS</u> Perception and Expression of Emotion Assimilating emotion in Thought Understanding and analyzing Emotion Reflective Regulation of Thought	<u>Bar – On, 1997</u> "EI is ----- an array of non-cognitive capabilities, Competencies, and skills that influence one's ability to succeed in coping with environ demands and pressures". <u>MAJOR AREAS</u> Intra personal skills Interpersonal Skills Adaptability Stress management General Mood	<u>Goldman, 1995</u> EI includes self-control, zeal, persistence and the ability to motivate one self." <u>MAJOR AREAS</u> Knowing one's emotions Management Emotion Motivating one self Recognizing emotion in others Handling Relationships
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So as you all know that these are three important theories that talks about emotional intelligence. So the ability model talk about EI consists of four important characteristic. While the personality based approach talks about it is coping skills that one needs to master to deal with the demands

of the environment. While Goleman's says there is the some start competencies required for effective performance at work place

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Cooper & Sawaf, 1997

Emotional Intelligence as "the ability to sense, understand, value and effectively apply the power and acumen of emotions as a source of human energy, information, trust, creativity and influence.

- I. Current Environment: LE, PPS, WPS
- II. Emotional Literacy: ESA, EE, EAO
- III. EQ Competencies: Inty, Crty, Res, IR, CD
- IV. EQ values and Beliefs: Otl, Cmpn, Intn, Tst, PP, Integrity
- V. EQ Outcome: GH, OP, RQ

And there is another theory which also comes under the mixed model of emotional intelligence. Were Cooper and Sawaf says that emotional intelligence is the ability to sense understand values and effectively apply the power and document of emotions as a source of human energy information trust creativity and influence so the idea is here they are how to master the human emotions by controlling by regulating and effectively managing. If you can master on our emotions that will be the source of all human energy for leading towards creating trust creativity influence and confidence and others may be after that we will be able to excel in our respective fields.

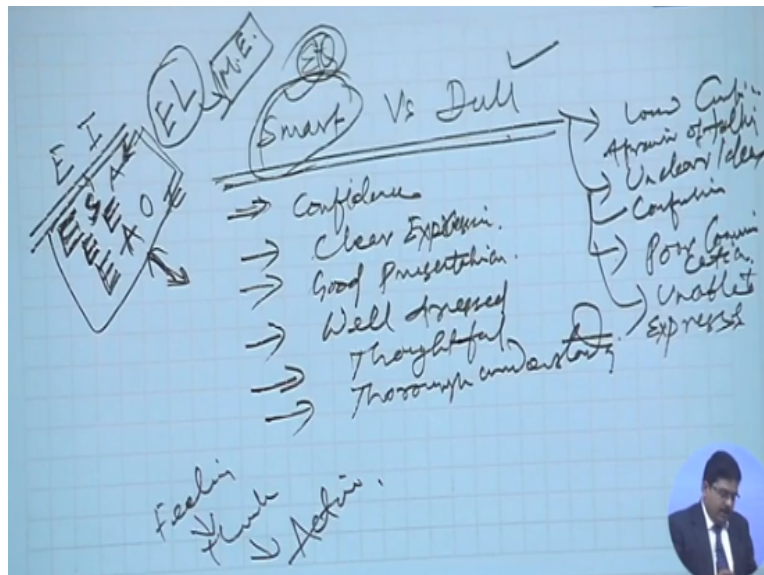
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Why EI Important?

- ✓ Smart vs. Dull
- ✓ Feeling Good- Thinking Good
- ✓ Feeling Bad But Thinking Carefully
- ✓ Coping with Stress
- ✓ Health and Happiness

So these are few concepts they are related to our ability affairs. When you talk about people or compare people in terms of their smartness. We say some are smart people some are dull people some are just average people.

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So what is that that makes a person smart what are the criteria that we talk some people are smart versus dull any idea? Maybe one of the marker may be confidence is not it? Anybody who express himself confidentially clear expression yes good presentation anything else you think that. It is even people say a person who is well dressed or also thoughtful thorough understanding of the topic you know for understanding.

While dull people are afraid of facing others afraid of talking to others that means low confidence, unclear ideas, confusion, poor communication, unable to express. So these are some of the important markers that make a person so when you talk about EI you know there are four important measures that you know.

Emotional self-awareness emotional expression and emotional awareness and of others so these are three important that creates the emotional literacy base is very much important for management of emotion. A person who is able to express himself until you understands others emotions and your exact state of affairs what at the right moment what is happening to you.

Are you comfortable? Are you going well with yourself? Are you not in a discomfort zone? So this kind of assessment will make sure that whether you are going to express certain things confidential correctly or not. Emotional expressions are you really true to your emotional expressions? Or are you faking? Are you authentic to your expression? Are you manipulating?

So if you are manipulating you cannot hold it for longer time but if it is expressive authentic it will be expressive, spontaneous and enduring. So that is why accurate emotional expression is very important at the time of you know making any kind of presentation or many making any kind of interaction with outside world. At the same time you also have to understand the prospective of others.

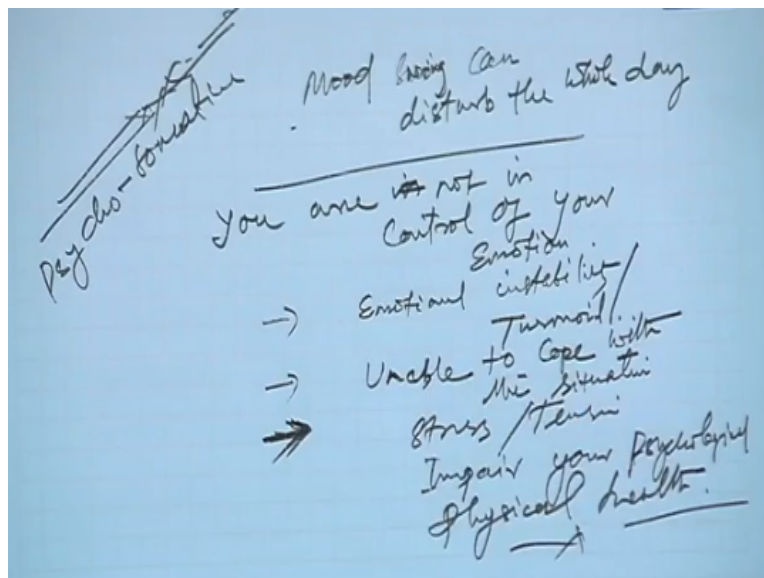
What is happening at the right moment to others the ways suppose you are making some presentation what is the impact of that presentation on others? Could you imagine it? What is happening to other people looking at their face, their reaction, their response? So if it is real impacting them then there will be discussion, questions, interactions etc.

If it is not there so that is why when you ask questions in the class are that clear to all. So if you find that there is no answer at all either you perceived that there is no clarity at all or people understood to all. So this is how we take things into granted but when we talk about is it emotion that makes people intelligent or it is intelligent that makes people smart.

So I can say that it is combination of both when you intelligently express your emotions to others. So that makes a better presentation and that makes a person to be a smart person. But at the same time even the smart guys intelligent guys can fall trap of their own emotions. If they are emotion is not in a good state so that is why we often say that. It is not that how good you can only think well when you are feeling good.

So because we all know that feeling good feeling leads to good thinking and good thinking leads to good actions. So that is why emotions always affect human thinking human behavior. If you are feeling very bad at the right moment say for examples like you only ask my students why did you come late suddenly the students are I was feeling head out. So just imagine a little bit of mood swing you suppose simply you say sir I was not feeling well even some people also call me sir I am not feeling well.

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So I can come to the class so just imagine a little bit of mood swing can make you to decide to bunk the class not to come to class or a little bit of mood swing can disturb the whole day. So what is this mean little of mood swing you are not in control you that means you are not in control of your emotion you are not in control of your emotions?

So that means it reflects emotional instability or you can say emotional turmoil like the way we observe what is happening in that video clips and yes this will also affect your coping skills

unable to cope unable to cope with the situation because you all know that coping is very much important to survive stressful conditions. So when you are trying to cope with your stressful situation say for examples you get up you got up from the bed and suddenly we felt that severe headache.

So how far you keep on coping with the headache that will decide the rest of the day. Whether you are going to be engaging any kind of activities or not? So yes if you are not able to cope with them the situations and that aggravates that that creates continuous stress tension anxiety etc., that will impair your health that will impair your emotional health your psychological as well as your physical health.

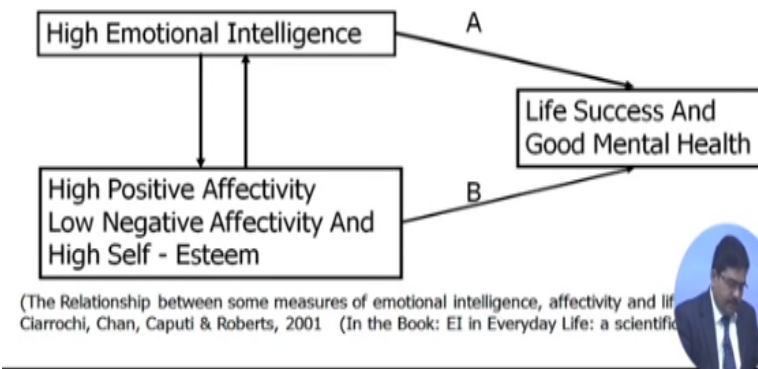
If you are not emotionally stable your psychological disturbed and once you are psychological disturbed that will create so many psychosomatic disorders. I hope you understand psychosomatic disorders say stating from simple tension, headache, nausea, vomiting etc indigestion, constipation etc. And as you all know that these are related to directly to our all endocrine systems that will affect other areas of our life like that will create sever stress affecting the thalamus hypothalamus etc.

And it is seen that it will affect the whole normal systems and may be causing cancer. So most of the cancer are caused by there is a fifty percent of cancer having grass roots in human stress.

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EI relates to Mental Health.

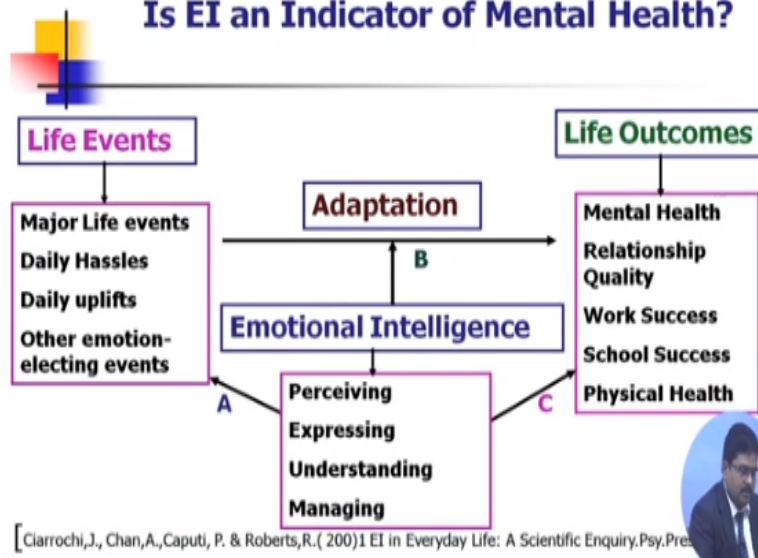
Scientific Journey Begins.....



And that this how it is directly related to human health and happiness this is where emotional intelligence are plays a very important role. The scientific journey begins in a study in fact this was taken from one of the book that was written by Clarrochi, Chan, Caputi and Roberts, two thousand one in it that book the emotional in everyday life a scientific enquiry where they try to establish the inter connection between emotional intelligence live success and good medical health high positive affectivity lower positive affectivity and high self-esteem.

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Is EI an Indicator of Mental Health?



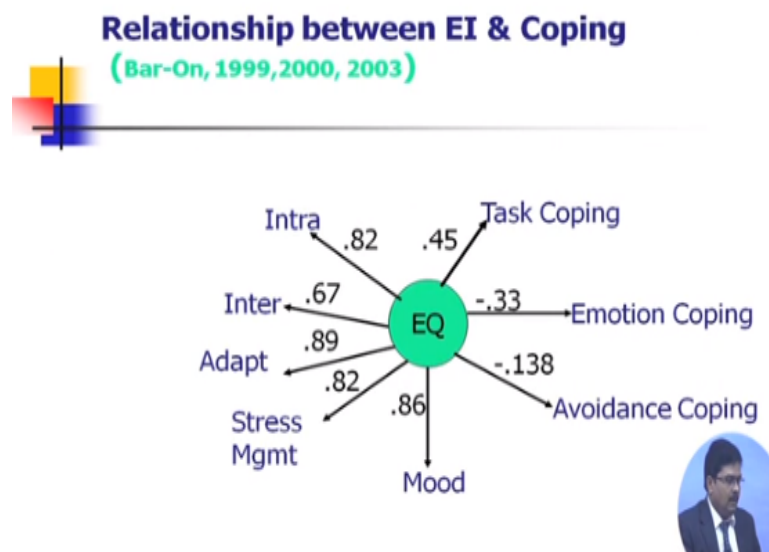
So they also try to project the overall interactive model of how life events affect human life out of that how it disturbs or affects, our adaptation process and that adaptation process decides the

life had to come say for examples like mental health, relationship work success, success at school, physical health.

But if in during the adaptation process we can nurture emotions intelligence say for examples life pursuing expressing understanding and managing our emotions accurately probably that may lead to better product of our human health and other work related activities and in fact since then there are many other research have been carried out in the field of emotional intelligence like in the earlier class when you are discussing about the impact of life events.

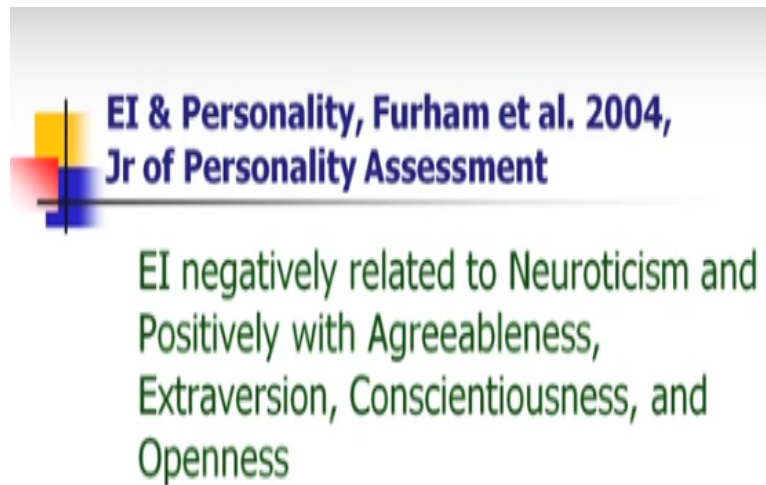
Where we measure that how negative life events influences the quality of human life. How daily hassles affect our behavior creating tension stress or both at work and home and once these emotions are controlled by creating or developing better awareness about how to perceive expression emotions probably that will lead to a better results a better life outcomes.

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Yeah this is one of the findings taken from Baron's this was published in the Baron's manual EQI manuals. Were the Baron's tries to project the relationship between emotional intelligence and ha coping strategies. The overall coping seems to be very positively related if you look at that task coping, emotion coping, avoidance coping but in case of emotion focused coping the EQ seems to be negatively related while the avoidance coping also seems to be negative but as far as task related coping are related.

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Our concern so EI the overall EQ found to be very positive another study also reflects that emotional intelligence and personality how positive related this is published in journal personal in the year two thousand fourteen. So this study it summarizes that emotional intelligence negatively related to neuroticism. So it means that people those who are high on their emotions intelligence are likely to manage their anxiety, stress, tension better.

While emotional intelligence is a positively related to agreeableness people are very outgoing conscientiousness and openness. So these three variables are positively related to emotional intelligence. So this shows that emotional intelligence positively influences human personality.

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Emotional Intelligence and Self-Actualization (Bar-On, R. 2001)^{ET}



TABLE 5.3. Emotional intelligence models for predicting self-actualization based on a Multiple Regression Analysis of the North American, Israeli and Dutch samples

No. American sample (n = 3,831)	Statistical properties	Israeli sample (n = 2,702)	Statistical properties	Dutch sample (n = 1,639)	Statistical properties
	Multiple R = .80 F = 601.54 p-level <.000		Multiple R = .75 F = 345.30 p-level <.000		Multiple R = .78 F = 259.28 p-level <.000
Happiness	$\beta = .310$ $t = 19.37, p < .01$	Happiness	$\beta = .195$ $t = 10.02, p < .01$	Happiness	$\beta = .366$ $t = 15.44, p < .01$
Optimism	$\beta = .244$ $t = 11.96, p < .01$	Optimism	$\beta = .150$ $t = 9.91, p < .01$	Optimism	$\beta = .167$ $t = 06.51, p < .01$
Self-regard	$\beta = .132$ $t = 07.16, p < .01$	Problem-solving	$\beta = .142$ $t = 08.08, p < .01$	Independence	$\beta = .137$ $t = 07.38, p < .01$
Social responsibility	$\beta = .097$ $t = 07.73, p < .01$	Independence	$\beta = .124$ $t = 07.65, p < .01$	Self-regard	$\beta = .157$ $t = 05.80, p < .01$
Independence	$\beta = .094$ $t = 06.53, p < .01$	Social responsibility	$\beta = .105$ $t = 06.39, p < .01$	Assertiveness	$\beta = .111$ $t = 05.02, p < .01$
Emotional self-awareness	$\beta = .091$ $t = 06.53, p < .01$	Self-regard	$\beta = .101$ $t = 04.60, p < .01$	Problem-solving	$\beta = .101$ $t = 05.53, p < .01$
Problem-solving	$\beta = .090$ $t = 06.22, p < .01$	Assertiveness	$\beta = .067$ $t = 03.68, p < .01$	Flexibility	$\beta = .082$ $t = 04.23, p < .01$
Assertiveness	$\beta = .063$ $t = 04.16, p < .01$	Emotional self-awareness	$\beta = .065$ $t = 03.93, p < .01$	Emotional self-awareness	$\beta = .062$ $t = 03.08, p < .01$
Flexibility	$\beta = .043$ $t = 03.06, p < .01$	Reality testing	$\beta = .049$ $t = 02.56, p < .01$	Social responsibility	$\beta = .054$ $t = 03.18, p < .01$

So these are some other findings also published in a Baron's EQ manual. That shows that how emotional intelligence is related to self-actualization. A concept that often relates towards the optimum achievement of human needs and leisure. In this study they try to relate that also emotional intelligence positively related or positively influence or predict, happiness, optimism, self-regards, social responsibility problem solving ability assertiveness and flexibility.

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Summerfeldt, Kloosterman, Antony, Parker Jr. of Psychopathology and Behavior Assessment, Vol. 28, 28, 2006

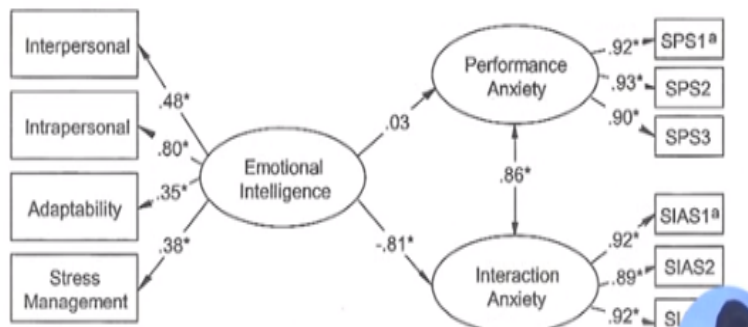
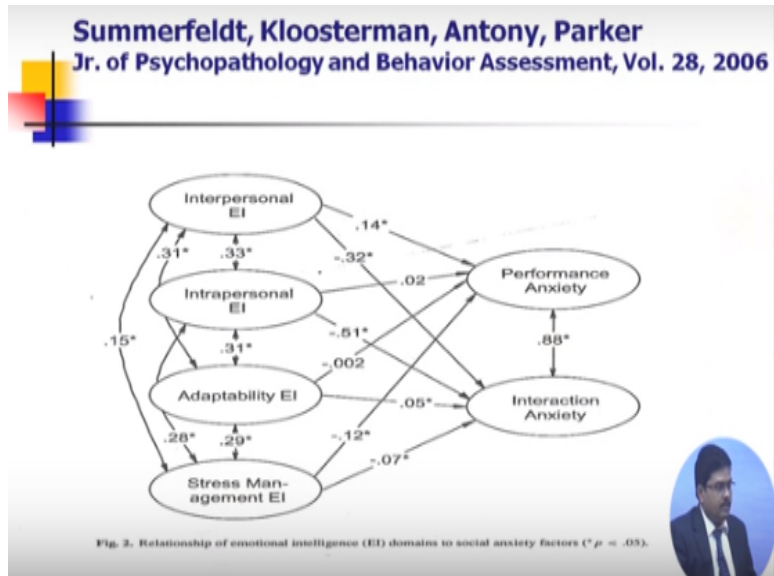


Fig. 1. Relationship of emotional intelligence to social anxiety factors. (SIAS = Social Interaction Anxiety Scale; SPS = Social Phobia Scale. *Numbers denote parcels. *p < .05).

This is an overall model where they tried to see the role of emotional intelligence in performance anxiety and interaction anxiety okay. So these are some of the overall scientific studies that they show that how EI? how important in restring human health and wellbeing?

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When we come back we will try to examine how the specific emotional intelligence abilities are related to different area. Other areas of human behavior such as anxiety tension and etc., and how these emotional intelligence abilities are affecting the stress management processes thank you