



WHAT IS... EMOTIONAL INTELLIGENCE

DEFINITION:

BRADBERRY AND GREAVES, in the book *Emotional Intelligence 2.0*¹, define the concept in this way: "Emotional Intelligence is your ability to recognize and understand emotions in yourself and others, and your ability to use this awareness to manage your behavior and relationships."

BIBLICAL/SPIRITUAL/THEOLOGICAL FRAMING OR REFERENCES:

IN JOHN 8:2-11, Jesus is presented with a woman caught in adultery. The Pharisees ask (challenge) Jesus to affirm the culturally-prescribed sentence – stoning. Jesus pauses and writes in the sand. Jesus knew the law; that was not likely the reason for his pause. When he looks up, Jesus turns to the men, and instead of speaking about the woman, creates a moment of personal and group reflection regarding sin, reframing the question. And one by one the crowd disperses. Throughout the gospel stories, we see Jesus pause to create the reflective moment; to demonstrate equanimity; to invite others into a new way of thinking; and to demonstrate a more compassionate and just social response.

EXAMPLE(S):

EXAMPLES OF EMOTIONAL INTELLIGENCE INCLUDE: Bradberry and Greaves distill emotional intelligence into four skills. Individually focused skills or "personal competence" include emotional "self-awareness" and "self-management." Socially focused skills or "social competence" include "social-awareness" and "relationship-management." Writers in the field use slightly different terms; however, most agree that the skill set for emotional intelligence includes an ability to access, understand accurately, and manage positively one's own emotions; and access, understand accurately, and engage positive emotions in relational situations. Daniel Goleman, who is generally credited with popularizing the term, posits that emotional intelligence is a more consistent predictor of success in the workplace than IQ, the accepted measure of intellect.²

¹ Travis Bradberry & Jean Greaves. *Emotional Intelligence 2.0*, (San Diego: TalentSmart, 2009), 16, 23.

² Goleman, Daniel, *Emotional Intelligence: Why It Can Matter More Than IQ*, (New York: Random House LLC, 1995), 29-30.



WHAT IS... EMOTIONAL INTELLIGENCE

REFLECTION:

QUESTION #1

What other bible stories demonstrate emotional intelligence?

1

QUESTION #2

How might you use emotional intelligence to manage yourself when engaging in conflict?

2

QUESTION #3

Understanding the definition of emotional intelligence above, how might you manage a tense work or church relationship with someone with whom you must complete a project?

3

ADDITIONAL RESOURCES:

- Daniel Kahneman, *Thinking, Fast and Slow*, (New York: Daniel Kahneman, 2011).
- Roy M. Oswald and Arland Jacobson, *The Emotional Intelligence of Jesus: Relational Smarts for Religious Leaders*, (Lanham, MD: Rowman & Littlefield).
- Gardenswartz, Cherbosque and Rowe, *Emotional Intelligence for Managing Results in a Diverse World*, (Mountain View, CA: Davies-Black Publishers, 2010).

EXAMPLE(S) CONTINUED:

Daniel Kahneman in *Thinking, Fast and Slow*, helps explain how brain function makes the practice of emotional intelligence challenging. Emotional intelligence and diversity are explored by Gardenswartz, Cherbosque and Rowe in *Emotional Intelligence for Managing Results in a Diverse World*.