

# FINDING EMOTIONAL INTELLIGENCE INSIGHTS FROM PERSONALITY TYPE

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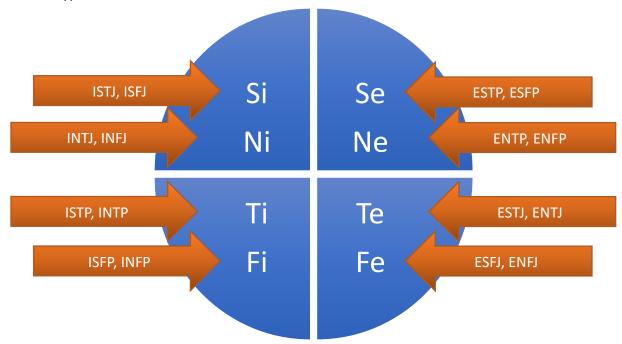
This document will guide you through how to find emotional intelligence insights from an individual's MBTI results. We will not focus on any specific model of emotional intelligence. Instead, we will look for traits which are common across multiple models of emotional intelligence. These core traits are listed below. Using this approach, it should be possible to easily draw connections between this guide and any emotional intelligence assessment that you currently use.

#### DESCRIPTIONS OF COMMON EMOTIONAL INTELLIGENCE TRAITS

Trait	The ability to		
Adaptability	initiate and manage change.		
Analytical Thinking	think critically and make decisions despite your emotions.		
Communication	effectively and clearly communicate in a variety of circumstances.		
Conflict Management	resolve disagreements, despite emotional setbacks.		
Creativity	effectively develop insightful thoughts and connections.		
Emotional Expression	constructively express one's emotions.		
Empathy	recognize and understand the feelings and emotions of others.		
Independence	be self-directed and free of dependencies from others.		
Initiative	recognize and act on opportunities, despite potential emotional setbacks.		
Persistence	pursue goals despite setbacks.		
Persuasion	use effective tactics to influence others in a variety of circumstances.		
Planning	develop and follow through with plans, despite circumstances and setbacks.		
Realistic	maintain a practical and concrete focus throughout setbacks.		
Relationship Management	form and maintain mutually satisfying relationships.		
Self-Control	suppress disruptive emotions and impulses.		
Strategic Vision	focus on future outcomes and long-term planning, despite short-term challenges.		
Teamwork	work with others towards shared goals.		
Tolerance	demonstrate patience and respect towards others, including with their beliefs and values.		

#### THE STARTING POINT – MENTAL FUNCTIONS

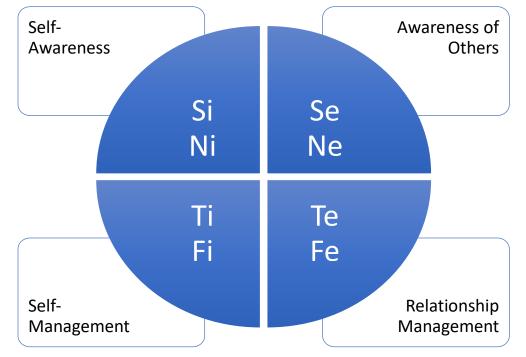
In order to gain insights into an individual's emotional intelligence strengths and challenges, you will need to identify their Dominant and Auxiliary Mental Functions. The chart below shows the Dominant Function for each Whole Type.



## FINDING BROAD INSIGHTS

Using the individual's Dominant and Auxiliary Functions, we can determine whether the individual will:

- Focus on a) being aware of their emotions or b) managing of their emotions.
- Focus on a) gathering information from the environment or b) organizing their environment.



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## COMMON INTERPERSONAL EMOTIONAL INTELLIGENCE TRAITS (BY MENTAL FUNCTION)

Based on the individual's Extraverted Dominant/Auxiliary Function, these are some emotional intelligence traits that they will excel in (strengths) or find challenge with (challenges). Keep in mind that the strengths and challenges of individuals will vary based on their unique development.

Se	Ne	Те	Fe
Strengths	Strengths	Strengths	Strengths
Adaptability	Strategic Vision	Analytical Thinking	Empathy
Realistic	Creativity	Planning	Relationship Management
Initiative	Initiative	Initiative	Planning
Persuasion	Communication	Persuasion	Tolerance
Challenges	Challenges	Challenges	Challenges
Strategic Vision	Persistence	Emotional Expression	Analytical Thinking
Self-Control	Planning	Tolerance	Conflict Management
Persistence	Teamwork	Empathy	Persuasion

### COMMON INTRAPERSONAL EMOTIONAL INTELLIGENCE TRAITS (BY MENTAL FUNCTION)

Based on the individual's Introverted Dominant/Auxiliary Function, these are some emotional intelligence traits that they will excel in (strengths) or find challenge with (challenges). Keep in mind that the strengths and challenges of individuals will vary based on their unique development.

Si	Ni	Ti	Fi
Strengths	Strengths	Strengths	Strengths
Self-Control	Strategic Vision	Analytical Thinking	Relationship Management
Persistence	Adaptability	Adaptability	Empathy
Teamwork	Independence	Self-Control	Teamwork
Realistic	Creativity	Independence	Self-Control
Challenges	Challenges	Challenges	Challenges
Strategic Vision	Teamwork	Empathy	Communication
Adaptability	Communication	Relationship Management	Emotional Expression
Emotional Expression	Realistic	Teamwork	Realistic