

FINDING EMOTIONAL INTELLIGENCE INSIGHTS FROM PERSONALITY TYPE

FINDING EMOTIONAL INTELLIGENCE INSIGHTS FROM PERSONALITY TYPE

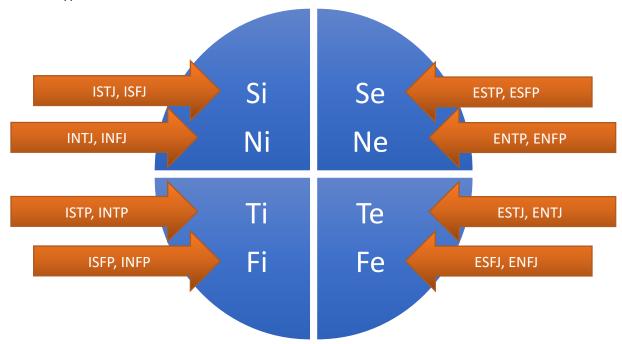
This document will guide you through how to find emotional intelligence insights from an individual's MBTI results. We will not focus on any specific model of emotional intelligence. Instead, we will look for traits which are common across multiple models of emotional intelligence. These core traits 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

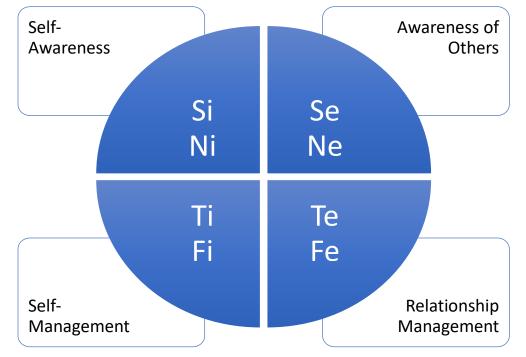
In order to gain insights into an individual's emotional intelligence strengths and challenges, you will need to identify their Dominant and Auxiliary Mental Functions. The chart below shows the Dominant Function for each Whole Type.



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.



FINDING EMOTIONAL INTELLIGENCE INSIGHTS FROM PERSONALITY TYPE

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 |