



## EQ VS IQ- A COMPARATIVE ANALYSIS

<sup>1</sup>Satakshi N Dixit

<sup>1</sup>Student

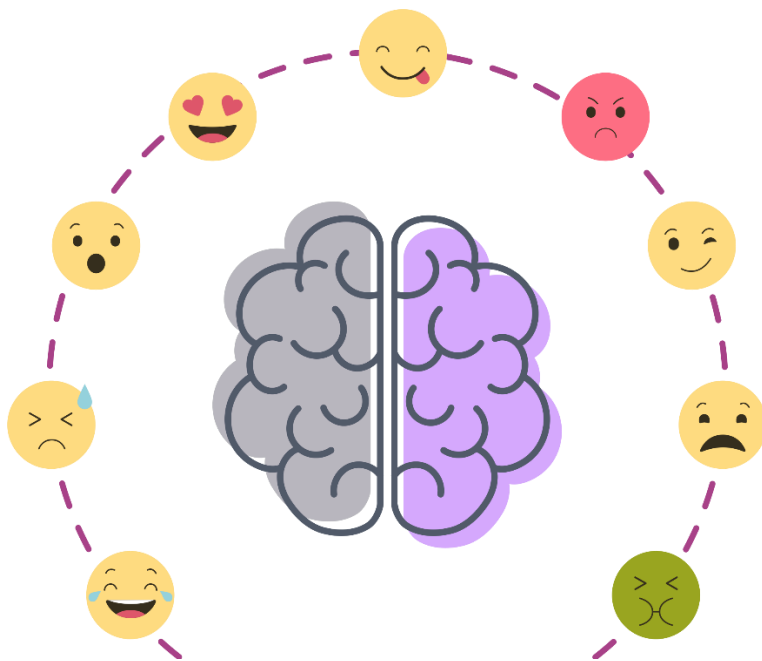
<sup>1</sup>NMIMS University

### Research Questions

- What is emotional quotient intelligence?
- Can emotional intelligence be learned?
- What is the significance of EQ in professions/workplace?
- What is intelligent quotient intelligence?
- What is the difference between EQ & IQ?

### Introduction

Emotional quotient has been in question and was earlier considered as a less valued determinant however Intellectual quotient was highly talked of. Eminent scientists like Albert Einstein, Marie Curie still have their names written in history with golden ink because of their extraordinary and impeccable IQ. In the same sky, it is nearly a last few decades when emotional quotient has become an important part of the picture. People were rarely accustomed to how a certain amount of balance was needed to formulate in order to bridge over the gap due to lack of knowledge. Or in other words, it can also be stated that humans have inherited emotions from ancestors but we never knew emotions when used with accurate and prompt stimuli will lead to emotional intelligence. We always had a shoulder for our kith and kin to cry on but most of us never realised that our reasoning while being able to comprehend what's upsetting them or solving their problem is the interdependence of both IQ and EQ, interrelation of both logic and emotion. In this research paper, a comparative analysis has been drawn out putting Emotional Intelligence and Intellectual Intelligence in centre and a logic and emotion as our fundamental determinant, the paper also discusses and analyses how EQ and IQ has evolved through decades in area of debates and discussions, significances of both will also be of much importance in the paper. In addition, the need of both at a professional level is also taken in account. A large amount of contents in the project deals with critical analysis of interdependence of both these aspects.



## Chapter 1- Emotional Intelligence

*'All learning has an emotional base.'* - Plato

In the light of Plato's statement, an attempt can be made to define the word 'emotion' in order to further find a better elucidation for 'emotional intelligence'; emotions are *biological states* related with neurophysiological changes associated with state of mind, feelings, reactions, responses, and a degree of pleasure or displeasure.<sup>1</sup> There is no scientific proof or theory that can give an accurate or objective definition of what emotions actually are yet it can also be concluded that emotions are certain states of mind which are intermingled and intertwined with temperaments, personality, creativity, motivation or moods.<sup>2</sup>

Cognition and emotion are interrelated and circumscribes most of the aspects of human psychology. Cognition, in simpler words, are the processes like memory, problem solving, language, planning and attention. On the contrary, emotions function more on the purview of conscious state of mind while cognition is the ability which can only be cross- checked on a circumstantial basis.

For example- The cognitive ability of *Deja Vu* can only be taken in account while the memory flash occurs on the immediate occurrence of a certain event, your subconscious mind had a knowledge of it but your sudden emotion when something great happens in your life is a contribution of the conscious state of mind. Emotional Intelligence/Emotional Quotient is the juncture at which emotions and cognition function parallelly or coincide. It is our ability to analyse, comprehend or navigate a plethora of situations, circumstances and conflicts. The term 'Emotional Intelligence' was coined by Mayor and Salovey- great psychologists of the 20th century. It refers to one's ability to regulate, process and perceive information effectively and promptly, both within the ambit of others and oneself. In addition, great leaders and

<sup>1</sup> Damasio AR (May 1998). "Emotion in the perspective of an integrated nervous system". *Brain Research. Brain Research Reviews*. **26** (2-3): 83-86

<sup>2</sup> "Theories of Emotion". Psychology.about.com. 13 September 2013. Retrieved 11 November 2013

entrepreneurs are mostly equipped with emotional intelligent and can deal with social conflicts in a better way. They possess elevated capacity to understand and address the needs of employees and their team. Emotional intelligence has received greater attention in the recent times, unquestionably. The process of effective communication, active listening and negotiation are all closely interlinked to high levels of emotional quotient. An emotionally intelligent individual not only possess the ability to understand emotion of others but also equips the emotions of themselves very well. The intelligent use of emotions is a fundamental mechanism in the psychology of human mind.

## Chapter 2- Significance of Emotional Intelligence

The importance of emotional intelligence should not be under appreciated; the capability of your mind to differentiate mixed emotions, bifurcate them and analyse them is one purview that plays a meaningful role in the attainment of both personal and professional domains. Its significance is as intricate as your shoes while walking, without them you fall on a trodden road. While checking direction on your map, a destination is unknown unless we know the origin.

Taking into account the workplace of the 21st century, as computers, highly efficient softwares and artificially intelligent robots are taking over the traditional functioning, the importance of emotions is fading and arising, respectively. Some professions focus more on digitalization of job opportunities like software companies shifting to robotics because of rational programming and less or null subjectivity while some tend to bring more of a human touch like the job of a teacher/academician can never be took over by robots or artificial intelligence as it would lose the emotional essence. Conclusively, people with a higher emotional intelligence tend to have a larger proximity to adapt to change than individuals with lower emotional intelligence.

*“When awareness is brought to an emotion, power is brought to your life.” – Tara Meyer*

Imagine living in a world where you can't relate to someone going through a hard time, feeling sad or jumping in excitement. The ability to control and express emotions is very essential and so is the ability to respond, react, interpret and understand the emotions of other individuals. To a larger degree, our emotional intelligence starts as a child and grows accordingly as we enter teenage and adults. Many emotionally intelligent people are aware of the fact that emotions can be powerful but also temporary, emotions can be extreme but also harmful if extremity is over-powered.

A broad sense of distinguishment also lies between the act of 'responding' and the act of 'reacting'. Both these actions have a lot to do with emotions imbibed in them. When we analyse the act of 'responses', it is never a sign of impulsive behaviour but sensible behaviour, responses are made after taking a fraction of time lag in order to think, comprehend and analyse what is apt and prompt to the situation. Whereas

the act of 'reaction' is a sudden reflex that concludes as impulsive behaviour possessed without thinking twice (as the saying goes).

### Chapter 3- Critical Analysis of EQ and IQ

At one point in several discussions and theories, Intellectual Quotient was considered the only and the most primary feature in determining one's success. People with higher intellectual quotient were assumed to be destined with extraordinary accomplishments and achievements. In that area of discussion, emotions were never taken in account as they bifurcated the rationality of human brain from emotional thinking. The bifurcations didn't only separate logic and rationale from emotions but stated that one needs to exist without the other. In other words, the interdependence of these two were segregated.

As studies evolved and more perspectives started making their way in field of human psychoanalysis, a few contradictions were made like even IQ and EQ are highly interdependence and following this analogy, the separation of logic from emotion also drifter apart.

*For example-* A started an NGO by being highly affected and empathetic towards child labour and condition of children being forcefully sent to coal and glass industries, A later realised that problem is not only children working as manual labours but also what would they do if not work. So he started a free of cost school for all grades where only financially weak children would be allowed to pursue academics.

Here, the act of A being inclined towards the vulnerable condition of child labour is an '**emotion**' and the realization of A to **think** what would they do if not work is '**logic**'.

Emotional and Logic are not mutually exclusive, and can never be segregated. Your logic will never drive you to feel empathetic but your emotions will. Your logic will drive you to find solutions of even those problems that are unexisting in the eyes of social situations.

So in some realms of life even the interdependence is not efficient but the situations in which your mind and heart needs a synergy are the realms where interdependence of IQ and EQ is of much importance.



Image source- <https://www.littleleague.org/news/calm-emotions-positive-feelings-two-keys-to-stay-healthy-during-self-isolation/>

## CONCLUSION

Emotional quotient is not only a tool used in optimization of basic adversity but also embedding sense in personal resilience. If the focus is entirely composed one's ability to cope with highly stressful situations, it can be concluded that high EQ helps in maintaining a positive and balanced behaviour and this EQ enables and opens doors to those situations where applicability of IQ will need a balanced proportion of EQ otherwise the state of mind will fall apart regardless of an individual compelling his/her brain to keep the unintentional reflexes in place. Even logic in the same sense needs a clear path from excessive emotions and needs a back from balanced emotions to ensure its applicability in the hour of spontaneity is not sacrificed. Hence, interdependence of EQ and IQ; logic and emotion is needed subjective coinciding each other. A great functioning human brain needs an apt balance of both these aspects in the process of efficient decision making. Abundance of one and absolute disappearance of one is a void concept since humans cannot function like softwares and do standardized work, they are subjected to different emotions like happiness, agitation, annoyance, sadness, embarrassment, excitement, shame etc.

## BIBLIOGRAPHY

1. Inc., *The most essential trait for decision making*.  
<https://www.inc.com/quora/which-is-better-for-decision-making-logic-or-emotion.html#:~:text=Logic%20and%20emotion%20are%20not,work%20best%20when%20used%20together>.
2. Source of Insight, Emotional Intelligence Quotes  
<https://sourcesofinsight.com/emotional-intelligence-quotes/>
3. Cognition and Emotion, ScholarPedia  
[http://www.scholarpedia.org/article/Cognition\\_and\\_emotion](http://www.scholarpedia.org/article/Cognition_and_emotion)
4. The role of emotional Intelligence in the workplace, Profiles Incorporated  
<https://www.profilesincorporated.com/the-role-of-emotional-intelligence-in-the-workplace/>
5. The importance of emotional intelligence, Positive Psychology  
<https://positivepsychology.com/importance-of-emotional-intelligence/>
6. Psychoevolutionary theory of emotion  
[https://link.springer.com/referenceworkentry/10.1007%2F978-3-319-28099-8\\_547-1](https://link.springer.com/referenceworkentry/10.1007%2F978-3-319-28099-8_547-1)