

Quick Tips: Emotional Intelligence Development Challenges

The personality type model is based on ways of perceiving and then acting on information. The emotional intelligence (EQ) model is based on ways of perceiving and then acting on emotions. The blending of the two models occurs when individuals experience and explore the role of their psychological types in the management of emotions.

When developing our EQ, certain challenges can arise that relate to each personality type. Below are defined actions you can take to overcome these challenges depending upon your type preferences.

Those preferring Extraversion	Since individuals with preferences for extraversion initiate, they must learn to pace themselves and allow for silence when communicating.
Those preferring Introversion:	Introverts focus inwardly, and so they should learn to frequently scan the environment and acknowledge the processing of information.
Sensing Types:	Since individuals with preferences for sensing are realistic and concrete, they should learn to ask open-ended questions and look for themes and patterns.
Intuitive Types:	Intuitive types enjoy concepts and patterns, and so they should learn to verify information and seek others' views of specific details.
Thinking Types:	Since individuals with preferences for thinking enjoy critique, they should learn to evaluate and determine the timing of their critique and explore others' underlying commitments.
Feeling Types:	Feeling types evaluate worth, and so they should learn to explore others' value systems , including the logic for their points of view.
Judging Types:	Judging types like structure, and so they must learn to be patient with open processes and reach agreements on closure needs.
Perceiving Types:	Since perceivers enjoy flow, they should learn to establish closure and reach agreements on processing needs.

When you have an expanded emotional intelligence and a balanced personality, you have a healthier lifestyle, stronger relationships and overall greater satisfaction and performance in your chosen work.

From a leadership perspective, leaders with strong self-awareness, combined with well developed emotional intelligence, aid employee retention, productivity and ultimately organisational performance.

Source: Adapted from *Introduction to Type® and Emotional Intelligence* (2002) by Roger R. Pearman

To learn more about Myers-Briggs® type and emotional intelligence, please read *Introduction to Type® and Emotional Intelligence* by Roger Pearman, published by CPP, Inc.

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