
Foreword

Everyone can profit from enhancing his or her emotional intelligence, because this important construct has a positive impact on human performance, leading to personal effectiveness and eventually to overall well-being.

The activities in this book are designed to be applicable to those who favor any one of the three major approaches to the emotional intelligence construct. The authors have focused on the Bar-On approach in defining and measuring emotional intelligence as the backbone of this book, but the activities are easily applicable to the Salovey-Meyer and Goleman/Boyatzis models as well. In addition, they are also readily applicable to a wide range of EI assessment tools, including Esther Orioli's EQ Map and other closely related instruments. This wide applicability across the major EI conceptual and psychometric models makes this workbook unique.

This method supports what I have referred to as "the multi-modal approach" in describing, assessing, and enhancing this construct. When this specific approach within emotional intelligence is combined with factoring in the impact of cognitive styles and personality traits, as the authors have uniquely suggested, the ability to assess, predict, and improve human performance is expanded exponentially.

Although the authors have targeted primarily organizational trainers, facilitators, executive coaches, and other closely related practitioners, these activities can be used by a wider range of individuals in a variety of settings. Those who are involved in parenting children at home, educating students at school, or counseling patients in clinical settings can all benefit from this workbook.

Emotional Intelligence in Action is well-written, interesting, and enjoyable to work with. The read is not merely a passive experience, but rather actively engages the reader from beginning to end. The activities and experiential learning scenarios (“workouts”) are easy to understand and fun to do.

This workbook fills an important niche in developing emotional intelligence, representing a genuine contribution to the field. I would like to express my gratitude to Marcia Hughes, Bonita Patterson, and James Terrell for making this important contribution to emotional intelligence. I have thoroughly enjoyed reading the didactic material, experimenting with the activities, and noticing the effect that they have had on me. I highly recommend *Emotional Intelligence in Action* to all those who are interested in enhancing this vitally critical component of human intelligence and performance.

Reuven Bar-On
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Dr. Reuven Bar-On holds a research position at the University of Texas Medical Branch and is affiliated with the Collaborative for Academic, Social, and Emotional Learning (CASEL) and the Consortium for Research on Emotional Intelligence in Organizations. He is the author of the Bar-On EQi, the co-author of EQi-YV, EQ360, EQ-Interview, and *Optimizing People* and the co-editor of the *Handbook of Emotional Intelligence*.