



December, 2004.

Happy holidays everyone! Welcome to the last EI Insider Report of 2004. Lots of interesting studies and reports have been coming in. It has been exciting and satisfying to see emotional intelligence becoming useful in so many areas—from human resources, health, careers, leadership, education, and more. The EQ-i and MSCEIT—the world's most widely used EI tools—are constantly finding new and innovative applications.

Humor, Emotional Intelligence, and Social Competence?

An interesting study, now in press, came my way from Jeremy Yip and Rod Martin at the University of Western Ontario. This study looked at relationships among emotional intelligence, social competence, and sense of humor. The study tested 111 undergraduate university students with two tests for sense of humor, a test of emotional intelligence (MSCEIT), and a measure of social competence (Interpersonal Competence Questionnaire).

They found that the ability to manage emotions (Emotional Management) positively correlated with self-enhancing humor and trait cheerfulness, while it was negatively related to trait bad mood. The ability to accurately perceive emotions (Emotional Perception) was negatively related to aggressive and self-defeating humor.

Trait bad mood was negatively associated with three out of four MSCEIT facets. Positive humor styles (e.g., positive outlook on life) were positively related to their reported ability to initiate relationships and self-disclosure, whereas negative humor styles (e.g., sarcasm, hostility) were negatively correlated with interpersonal competencies involving negative assertion, emotional support, and conflict management.

The study found that most of the interpersonal abilities scales were associated with positive trait cheerfulness and negatively related to trait bad mood. The emotional management facet of the MSCEIT was positively correlated with social competencies including initiating relationships, providing emotional support, and managing conflicts.

One of the more interesting findings probably matches something many of us already suspected. People who tend to use negative humor—e.g., sarcasm, hostile, or racist jokes—are probably less liked by others. These people were found to have more difficulty in perceiving emotion in themselves and others. So you can see why these people might continue to use humor inappropriately—e.g., teasing or disparaging others. They seem to have problems realizing that others may not appreciate their humor. This, in turn, weakens their relationships with others.

Thank You For Your Response To Our Data Collection

I want to thank all of you who responded to our request for data collection on the B-SCAN (360) and the MSCEIT: Youth Version. These are both very innovative instruments and will bring a new dimension of measurement to the workplace and for children and adolescents.

The B-SCAN was just selected by the New York Times magazine as one of the most interesting products of the year.

Psychopathic CEOs

December 12, 2004

By MICHAEL STEINBERGER

Ever wonder what leads a lavishly compensated CEO to cheat, steal and lie? Perhaps he's a psychopath, and now there is a test, the B-Scan 360, that can help make that determination.

<http://www.nytimes.com/2004/12/12/magazine/12PSYCHO.html?ex=1103865721&ei=1&en=033a12ab107f0793>

Upcoming Events

EQ & You Certification Seminar for EQ-i Certified Trainers

Facilitator: Kate Cannon

EQ & You was developed by Kate Cannon, an internationally recognized pioneer in the field of emotional intelligence. The training program she developed at American Express Financial Advisors is detailed in *Working with Emotional Intelligence* by Daniel Goleman and *Promoting Emotional Intelligence in the Workplace* by Cary Cherniss and Mitch Adler. That program, and Kate's role in developing it, has been featured on the Oprah Winfrey show, ABC.com, Fast Company magazine, and many other publications.

We will be announcing the EQ & You certification dates for the Halifax and Toronto areas in an upcoming EI Insider Report. For more information about the EQ & You certification seminar, email Lea Brovedani at lbrovedani@sagacityeq.com or call 1-902-835-1623.

Once again, I want to wish you all a happy holiday season. I'll continue to bring you EI news and notes in the New Year.

Cheers,
Steven J. Stein, Ph.D.
CEO
MHS
(ceo@mhs.com)

P.S. If you do not wish to receive my Insider Report, visit <http://www.emotionalintelligencemhs.com/EIInsiderunsubscribe.asp> and enter your email address to unsubscribe.

MHS is committed to safeguarding the privacy of your personal information. Under no circumstances does MHS sell, rent, distribute, or release personal information to a third party, unless required to do so by law.