



September, 2004

It will soon be 10 years since we published the world's first EI assessment, and all signs are that EI is stronger than ever. A growing body of research is now available, EI sessions were extremely well attended at three recent scientific meetings, and MHS measures of EI continue to be world leaders in both research and practice.

EI at SIOP

At the Society for Industrial Organizational Psychology (SIOP) this spring in Chicago, a standing-room-only crowd listened to experts, including David Caruso (coauthor of the MSCEIT), Richard Boyatzis (coauthor of Dan Goleman's measure, the ECI), and special invitee Peter Salovey (coauthor of the MSCEIT), discuss the scientific merits of EI.

Youth applications of EI at CPA

The Canadian Psychological Association conference was held in Newfoundland in June. Among the presentations was a symposium on EI that focused on youth. Jim Parker (coauthor of the EQ-i:YV) chaired the session that examined educational implications of EI. Gill Sitarenios talked about the relationship between EI (as measured by the EQ-i Youth Version) and IQ and achievement. He showed how EQ can add to the predictive power of the WISC-IV (IQ) scores when predicting achievement in school.

Peggy Shaughnessy presented an interesting paper on the comparison of EQ-i: Youth Version (EQ-i:YV) scores within a sample of aboriginal youth. She is interested in networking with others who work with aboriginals or native youth. Laura Wood (with Marjorie Hogan, James Parker, and Jon Duffy) looked at the result of a residential intervention program and the changes it had on EQ-i:YV scores for high-risk adolescents.

James Parker (with coauthors Barbara Bond, Laura Wood, and Jon Duffy) presented long-term follow-up data demonstrating that the EQ-i: Short Version is a good predictor of successful transition from high school to college. Donald Saklofske (with Elizabeth Austin) looked at the relationship among personality, health, and well-being scales. He found the EQ-i: Short Version related to a number of measures of positive feelings and lifestyle.

EI at APA

At the American Psychological Association conference this summer in Hawaii, there was a standing-room-only crowd for Peter Salovey's presentation on emotional intelligence. The now-famous picture of Peter shaking hands with Bill Clinton gets a big laugh. Peter is visibly (and admittedly) nervous in the photo, and while he acknowledges the Interpersonal and Empathic strengths of Clinton, who is remarkably calming and engaging, he suggests that there are other areas of EI—not the least of which is Impulse Control—that might be in need of improvement.

Do job applicants lie on their EI test?

Also at APA this year, Margarita Marshall and R. Michael Bagby presented a paper entitled "Detecting the Effects of Positive Impression Management Response Style on the Emotional Quotient Inventory." They looked at three groups of job applicants. The first were finalists for the host of a reality television show. These people showed high EI scores and a low Positive Impression (PI) score. Then they looked at two groups of actors who were fake job applicants. The first group responded normally to the test, showing average scores, including average PI. The second group was asked to fake good on their application. These people showed two high scores (Intrapersonal and General Mood) and high PI scores. These authors were cautious about the EQ-i PI score when used in selection. Good advice would be to use MHS' Paulhus Deception Scale (PDS)—formerly the Balanced Inventory of Desirable Responding (BIDR)—along with the EQ-i if you suspect someone may be faking or trying to make an overly good impression. The PDS measures two forms of social desirability: impression management and self-deception. Both are widely supported by organizational psychologists.

Upcoming Events

Be sure to visit www.cgrowth.com/eqsymposium.html to find out more about Collaborative Growth's upcoming symposium entitled EQ Power Tools: Closing the Gap Between Theory and Action, October 28–30th, 2004. With presentations from some of the foremost experts in the field, this conference promises to deliver essential tools for applying EI principles and maximizing ROI using EI.

Well, that's it for this month. I enjoy getting your feedback on the newsletter. Please keep sending comments—they give me ideas for future topics.

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