

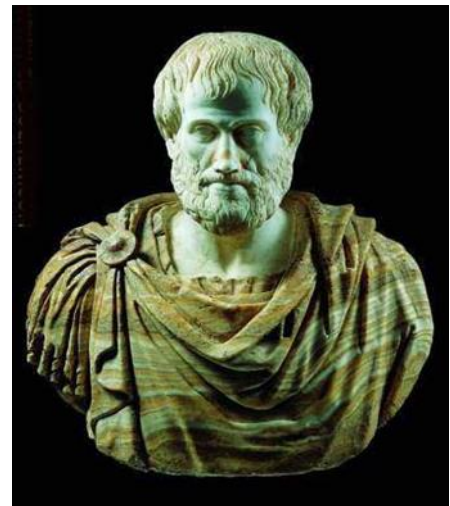


Name.....

### Aristotle’s Challenge

“Anybody can become angry — that is easy, but to be angry with the right person and to the right degree and at the right time and for the right purpose, and in the right way — that is not within everybody's power and is not easy.”

#### Aristotle nicomachean ethics



### What ist Emotional Intelligence?

Emotional Intelligence is the ability to recognize and understand emotions in yourself and others and your ability to use this awareness to manage your behavior and relationships. (Goleman, D)

There four-branch model of emotional intelligence describes four areas of capacities or skills that collectively describe many of areas of emotional intelligence(Mayer &Salovey, 1997). More specifically, this model defines emotional intelligence asinvolving the abilities to:

- accurately perceive emotions in oneself and others
- use emotions to facilitate thinking
- understand emotional meanings, and
- manage emotions

### Mayer-Salovey-Caruso Emotional Intelligence Test MSCEIT

The MSCEIT evaluates Emotional Intelligence (EI) through a series of objective and impersonal questions. It tests the respondent's ability to perceive, use, understand, and regulate emotions. Based on scenarios typical of everyday life, the MSCEIT measures how well people perform tasks and solve emotional problems, rather than having them provide their own subjective assessment of their emotional skills.



The model consists of four classes or branches of emotional abilities. The MSCEIT (Mayer & Salovey, 1997), measures your potential – or set of abilities – to reason with emotions and emotional signals, and to use emotion to enhance thought; hence the term emotional intelligence. Specifically, the MSCEIT tests your potential or ability in four áreas.

Once all the parts of the MSCEIT have been qualified, it is possible to indicate their level of aptitude in each area in comparison with other people. They are organized in ranges from higher to lower aptitude to provide an interpretation of their results.

**Expert:** You have this area very developed. Your score suggests that you have high aptitude and potential in it.

**Strength:** You have this area quite developed and it is a strong point for you.

**Competent:** You have enough skills to function in this area with some success.

**Low Average Score:** You may consider improving in this area if it is an important aspect in your daily life.

**Consider Improvement:** It is possible that you have some difficulties in this área so you should improve your skills and knowledge about it.



## STRUCTURE

This test is designed to attain one overall Emotional Intelligence score, two area scores, and four branch scores. The scores are reported as emotional intelligence quotients (EIQs). Each branch score, in turn, is made up of two individual tasks"

Table B1.1 – MSCEIT V2.0: Structure and levels of feedback

Overall Scale	Two Areas of the MSCEIT	Four Branches of the MSCEIT	Task Level	
Emotional Intelligence (EIQ) MSCEITOX	Experiential Emotional Intelligence (EEIQ) AREA_EXX	BRANCH1X Perceiving Emotions (PEIQ)	Faces	A_TOTX
			Pictures	E_TOTX
		BRANCH2X Facilitating Thought (FEIQ)	Facilitation	B_TOTX
			Sensations	F_TOTX
	Strategic Emotional Intelligence (SEIQ) AREA_REX	BRANCH3X Understanding Emotions (UEIQ)	Changes	C_TOTX
			Blends	G_TOTX
		BRANCH4X Managing Emotions (MEIQ)	Emotional Management	D_TOTX
			Emotional Relations	H_TOTX

## Overall scale

The total score of the MSCEIT is a summary that integrates the scores of the four branches and, therefore, reflects your overall scale of emotional intelligence. This information may be useful as a general indicator, although it is much more interesting to know your score at each aptitude to identify their strengths and weaknesses.

## Four Branches of the MSCEIT

- **Perceiving Emotions:** The ability to perceive emotions in oneself and others as well as in objects, art, stories, music, and other stimuli
- **Facilitating Thought:** The ability to generate, use, and feel emotion as necessary to communicate feelings or employ them in other cognitive processes
- **Understanding Emotions:** The ability to understand emotional information, to understand how emotions combine and progress through relationship transitions, and to appreciate such emotional meanings
- **Managing Emotions:** The ability to be open to feelings, and to modulate them in oneself and others so as to promote personal understanding and growth

## Task level

Each branch is evaluated through two different subscales. So there are eight tasks:

- **Perceiving Emotions:** Faces and Picture
- **Facilitating Thought:** Sensations and Facilitation
- **Understanding Emotions:** Blends and Changes
- **Managing Emotions:** Emotional Management and Emotional Relationships

## YOUR SCORES ON THE TEST

Your total score in the MSCEIT is in the range



	Competent...( )	Strength ....( )	Expert.....( )
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Emotionally intelligent people can manage their emotions more effectively and, consequently, they should be able to cope better with life's challenges.

	Consider Improvement.....( )	Low Average Score .....( )
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A person with low emotional intelligence, will be frequently carried out by their impulses, and this will eventually bring problems

## UNA VISIÓN MÁS DETALLADA DE LAS CUATRO APTITUDES

### Perceiving Emotions

The first step in understanding emotions is to perceive them accurately. In many cases, this might involve understanding non-verbal signals such as body language and facial expressions.

Perceiving and Identifying Emotions is the ability to recognize how you and those around you are feeling.

How is this aptitude used? The basis of this emotional perception are the facts, not the words. This ability implies the ability to accurately discriminate the honesty and sincerity of the emotions expressed by others. Being aware of the emotions of others is the key to working with people.



Your score on emotional perception is in the range

<b>Face pictures</b>	Competent...( )	Strength ....( )	Expert.....( )
	Competent...( )	Strength ....( )	Expert.....( )

A good perception implies knowing how to read our feelings and emotions, label them and experience them. With a good command to recognize how we feel, we establish the basis to later learn to control ourselves, moderate our reactions and not get carried away by exalted impulses or passions.

<b>Face Pictures</b>	Consider Improvement.....( )	Low Average Score .....( )
	Consider Improvement.....( )	Low Average Score .....( )

If you want to train in this area, use photographs of faces that reflect different moods: joy, sadness, anger, worry, fear and surprise. Think or verbalize What is in this drawing or photograph? How is this face? He has eyebrows ..., eyes ..., lips ... Is it a person who feels happy, angry or ...?

## Facilitating Thought

Is the ability to generate emotion, and then reason with this emotion. Assimilating basic emotional experiences into mental life, including weighing emotions against one another and against other sensations and thoughts, and allowing emotions to direct attention.

When people have a sad or negative mood they focus on the details and the search for mistakes. Those other people in the mood are more positive are better new ideas and novel solutions to problems.



How to process them? The emotional states change the points of view of the problems and are the key to our happiness or unhappiness, that is, they can make us see "the glass as half full or as half empty". If we are aware of our emotions we can use them to solve problems.

Your score on facilitating thought is in the range

<b>Facilitation</b>	Competent...( )	Strength ....( )	Expert.....( )
<b>Sensations</b>	Competent...( )	Strength ....( )	Expert.....( )

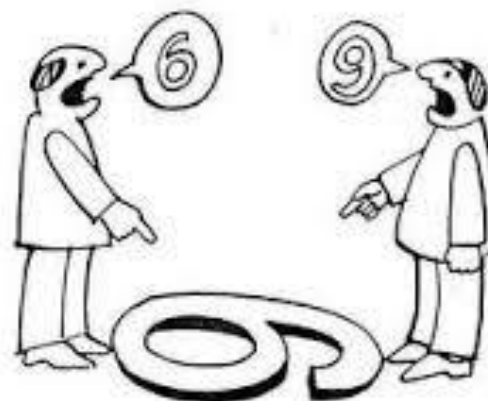
People who are open to experience, those who are good at accessing emotions (that is, those who are empathetic), and those with a vivid imagination, often score very high on facilitation (generating mood). People who block emotions, those who are emotionally constipated and generally fight against negative feelings, choose consciously or unconsciously to not feel, because it hurts too much (it is too painful), and are not able to generate mood. They are conscious of a feeling in their head and not in their body. Because the feeling is in their head they cannot generate emotion in their body. As a consequence, they tend not to feel much at all and score low on ability to generate empathy and mood to facilitate thinking and reasoning.

<b>Facilitation</b>	Consider Improvement.....( )	Low Average Score .....( )
<b>Sensation</b>	Consider Improvement.....( )	Low Average Score .....( )

It would be convenient to have a memory of the most important achievements you have had and review what strengths you used to achieve them. How can these strengths help you in the goals you have now? Analyze what weak points. Find a solution to overcome them. Analyze your environment to discover the opportunities that arise and that arise in the future (SWOT – strengths, weaknesses, opportunities and threats).

## Understanding Emotions

*What is emotional understanding?* Emotions contain information; In order to understand the feelings of others we must start by learning to understand ourselves, what our needs and desires are, what things, people or situations cause us certain feelings, what thoughts generate such emotions, how they affect us and what consequences and reactions set on us. This ability allows us to answer questions such as: Why am I happy? How will my friend feel if I tell him this? What will happen if I tell this to a certain person? **If we recognize and identify our own feelings, we will have more facilities to connect with those of others.**



*How to process them?* Be empathetic, that is, the capacity to place oneself in another's position. Empathy means having the ability to sense others' feelings and how they see things. You take an active interest in their concerns. You pick up cues to what's being felt and thought. With empathy, you sense unspoken emotions. You listen attentively to understand the other person's point of view, the terms in which they think about what's going on.

Your score on understanding emotions is in the range

<b>Change</b>	Competent...( )	Strength ...( )	Expert.....( )
<b>Blend</b>	Competent...( )	Strength ...( )	Expert.....( )

Someone with a low score in understanding emotional chains and blends will not pick up on cues from others and may find it difficult to read people (Branch 1). This person has little empathy (no awareness of the usual emotion likely to be experienced following a certain event) because it has difficulty understanding emotional chains and compound emotions. It believes that all people should respond to an event as she would.

<b>Change</b>	Consider Improvement.....( )	Low Average Score .....( )
<b>Blend</b>	Consider Improvement.....( )	Low Average Score .....( )

To improve this skill you can do two exercises:

- Active listening.* Active listening involves the listener observing the speaker's behavior and body language. To do this, listen and make a summary of another person's speech.
- Observation.* Identifies how a person feels based on their facial expression, body language, their voice.

## Managing emotions:

Managing emotions is the ability to be open to feelings, and to modulate them in oneself and others so as to promote personal understanding and growth. For developing emotion management skills, being open to one's thoughts and feelings is not enough. You must have complete authority over changing your thoughts and feelings that are generated whenever your values are touched by the actions of a person or an event. **This is important because the change in your thoughts and feelings is what helps change your emotions, preventing from reactive outbursts.**



Your score on managing emotions is in the range

<b>Emotional Management</b>	Competent...( )	Strength ....( )	Expert.....( )
<b>Emotional Relationship</b>	Competent...( )	Strength ....( )	Expert.....( )

Those who score highly in social management tasks are able to know and use their own feelings. A person with a high task score for social management will make optimal decisions that incorporate the elements of a problem, including recognizing and using the emotions of others without getting swept in the first impulse.

<b>Emotional Management</b>	Consider Improvement.....( )	Low Average Score .....( )
<b>Emotional Relationship</b>	Consider Improvement.....( )	Low Average Score .....( )




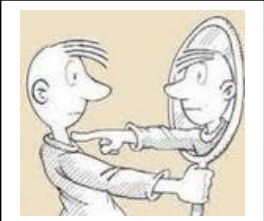
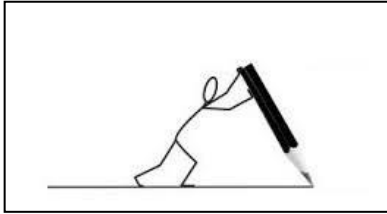

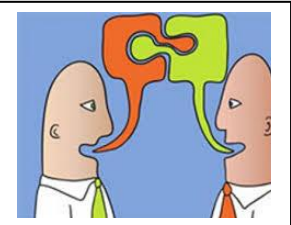



You should practice this advice by Ana Muñoz (Control and regulation of emotions)

1. *Choice the condition.* Is to do something to increase or decrease the likelihood that we will end up in a situation that will make us feel good or bad. That is, we choose in what situations we will get involved. For example, avoid a conflicted work partner , talk with a friend about a problem to feel better or not walk at night dangerous áreas.
2. *Change situation.* It consists of modifying the situation so that its emotional impact is less.
3. *Attentional deployment.* That means how people direct their attention within a given situation. For example, when you try to distract a crying child by showing him a toy.
4. *Cognitive change.* It means changing the evaluation or interpretation we make of a situation to alter its emotional meaning, either changing what we think of the situation or what we think about our ability to handle it. For example, if you think that you will not measure up and can not do something right, you will feel anxiety, but if you start thinking that you are exaggerating, that there is no reason to do it wrong because you are well prepared, that you do not have to be perfect, just doing it, you can make your anxiety decrease.

5. *Answer's Modulation*. It consists on modifying the response we give to a given situation, be it a physiological, behavioral or experiential response. Exercise and relax techniques are also useful in this regard to modify the physiological and experiential aspects and without negative effects.

Usually we use these strategies at the same time because it is usually more effective. For example, if you feel stress about an exam, you can use cognitive strategies before starting the exam (such as thinking that it is only an exam, if you fail you can repeat it), and during the exam you can focus your attention exclusive on your memory and dig into answer the question, instead of focusing on aspects that are going to make you feel bad.

## EMOTIONAL SKILLS

<b>Self-motivation</b> 	<b>Understand</b> 	<b>Coherence</b> 	
<b>Self-Knowledge</b> 	<b>Development skills</b> 	<b>Discriminate</b> 	
<b>Empathize</b> 	<b>Listen</b> 	<b>Self-management</b> 	<b>Emotional intelligence</b> 

Material adaptado y traducido del proyecto ESPABILA-T