

IQ Gets You Hired and EQ Gets You Promoted

IQ is used to determine academic abilities and identify individuals with high levels of intelligence or mental challenges. EQ is a **better indicator of success in** the workplace and is used to identify leaders, good team players, and people who best work by themselves. IQ will get you in the door to a new job, but it's your EQ – your ability to interact effectively while managing your emotions and others' emotions – that'll determine your success in life and on the job.

Intelligence Quotient (IQ) IQ is the most common professional measurement of human intelligence. Since its inception at the turn of the 20th century, it has been used in countless psychological studies as well as in business, education and government.

Emotional Intelligence (EQ) Emotional Intelligence, or emotional quotient (EQ), is defined as an individual's ability to identify, evaluate, control, and express emotions. People with high EQ usually make great leaders and team players because of their ability to understand, empathize, and connect with the people around them.

IQ vs EQ in the Business Setting

The business world is continuing to understand how to properly implement the use of EQ for the betterment of their personnel. Travis Bradberry, coauthor of *Emotional Intelligence 2.0*, noted in an article for *Forbes* that high EQ helps organizations understand the intangibles that make leaders successful. EQ is the strongest predictor of performance; in Bradberry's studies, 90 percent of top performers are high in EQ and just 20 percent of bottom performers are high in EQ. As far as IQ, people with average IQ scores outperform those with higher IQs a majority of the time.

The important difference between IQ and EQ is that EQ can be developed. By gaining more experience and education, professionals can improve their EQ and become better leaders. Companies can identify who needs improvement in EQ and develop strategies to increase it. This can help organizations nurture new leaders more efficiently than looking for pure intellect which is not the best predictor of success.

Here are a few valuable traits that leaders with high EQ have, in addition to some actionable tactics to help you lead with more emotional intelligence. Leaders with high emotional intelligence understand how their emotions and actions affect the people around them. **Daniel Goleman**, a psychologist who helped to popularize emotional intelligence, describes five components of emotional intelligence:

1. **Self-awareness**

The ability to recognize and understand your personal moods and emotions

and their effect on others. Strong self-awareness means having a clear understanding of your strengths and weaknesses and operating with humility and kindness.

2. **Self-regulation**

The ability to control or redirect disruptive impulses and moods along with the propensity to suspend judgment and think before acting. People who have high self-regulation rarely verbally attack others, make rushed or emotional decisions, gossip or compromise their values.

3. **Internal-motivation**

Those with a passion to work and pursue goals with energy and persistence have solid internal motivation. They've a strong commitment to their job and duties with extremely high standards for the quality of their work.

4. **Empathy**

The ability to put yourselves in their shoes – understand the emotional makeup of other people. Strong empathy allows you to successfully manage a team or organization. Leaders with empathy have expertise in developing and retaining people, cross-cultural sensitivity, giving constructive feedback and serving their clients and customers.

5. **Social Skills**

Proficiency in managing relationships and building networks with the ability to find common ground and build rapport is very important. Leaders with strong social skills have excellent communication abilities, they're effective in leading change and set examples with their own behavior: They walk the walk and talk the talk!

The more you can manage and master each of these five elements, the higher your emotional intelligence and the likelihood of professional success. How does your EQ rank? Take the time to truly understand your emotional makeup, where you excel and where you fall short. In order to reach your goals and full potential, you have to want to grow. Develop your emotional intelligence and watch yourself excel in business and beyond.

You can test your own Emotional Intelligence for free [HERE](#).

5 Strategies to Improve your Emotional

Take Responsibility for Your Feelings and Behavior

This is probably the most challenging step, and it's also the most helpful. Your emotions and behavior come from you—they don't come from anyone else—therefore, you're the one who's responsible for them. If you feel hurt in response to something someone says or does, and you lash out at them, you're responsible for that. They didn't "make" you lash out, your reaction is your responsibility.

Equally, your feelings can provide you with valuable information about your experience of the other person, as well as your own needs and preferences, but your feelings aren't

another person's responsibility. Once you start accepting responsibility for how you feel and how you behave, this will have a positive impact on all areas of your life.

Try Responding, Instead of Reacting

There's a subtle but important difference between responding and reacting. Reacting is an unconscious process where we experience an emotional trigger, and behave in an unconscious way that expresses or relieves that emotion (for example, feeling irritated and snapping at the person who has just interrupted you).

Responding is a conscious process that involves noticing how you feel, then *deciding* how you want to behave (for example, feeling irritated, explaining to the person how you feel, why this isn't a good time to be interrupting you, and when would be better).

Practice Empathizing with Yourself and Others

Empathy is about understanding why someone feels or behaves in a certain way and being able to communicate that understanding to them. It applies to ourselves and other people, and practicing this ability will improve your EI.

Start by practicing with yourself. When you notice yourself feeling or behaving in a certain way, ask "Why do I think I'm feeling like this/doing this?" At first, your response might be "I don't know," but keep paying attention to your feelings and behavior, and you'll start to notice different answers coming through. Remember that everyone is fighting their own battles and it's likely that you are not aware of most of these underlying issues.

Create A Positive Environment

As well as practicing the skills mentioned so far (self-awareness, self-responsibility, and empathy), make time to notice what is going well and where you feel grateful in your life. Celebrating your small victories is many times more important than celebrating the big ones because the small wins can keep you motivated as you move towards your long term goals. Creating a positive environment not only improves your quality of life, but it can be contagious to people around you too.

Remember Developing Your EQ is a Lifetime Process

EQ isn't something you develop once then quit. It's a lifetime practice, and it is possible to keep improving. Even when you feel like you've mastered these steps, remember to keep practicing, and you'll reap the benefits of EQ for the rest of your life.

Here are 10 important statistics related to IQ vs EQ in the workplace:

1. "According to a survey from the Levo Institute, 80% of employees consider emotional intelligence crucial for developing their careers." Source
2. "Approximately 82% of global companies now utilize EQ tests for executive positions; 72% of these companies give the tests to middle management and 59% of companies give the tests to entry-level positions." Source

3. "75% of employers said they are more likely to promote a worker with high EQ." Source
4. "At a Motorola manufacturing plant, 93% of employees became more productive after the facility adopted stress-reduction and emotional-intelligence programs." Source
5. "Sanofi, the French pharmaceutical company, focused on the emotional intelligence skills of its sales force, which boosted annual performance by 12 percent (Research by S. Jennings and B.R. Palmer in "Sales Performance Through Emotional Intelligence Development," Organizations and People)." Source
6. "Cherniss and Goleman estimate that EQ based training results in as much as 8x return on investment (ROI) when compared to non-EQ trainings." Source
7. "Research conducted with Fortune 500 CEOs by the Stanford Research Institute International and the Carnegie Mellon Foundation, found that 75% of long-term job success depends on people skills, while only 25% on technical knowledge." Source
8. "People with high EQ make \$29,000 more annually than people with low EQ." Source
9. "In a study of more than 2,000 managers from 12 large organizations, 81% of the competencies that distinguished outstanding managers were related to emotional intelligence. (Boyatzis, 7CM Hay and McBer)." Source
10. "The Hay Group states one study of 44 Fortune 500 companies found that salespeople with high EQ produced twice the revenue of those with average or below average scores." Source

Conclusion

In order to excel and get promoted at work, you must utilize both your intelligence (IQ) and your emotional intelligence (EQ). With your emotional intelligence, focus on being ultra-perceptive of situations, employees' attitudes, and their own approach to interaction. By keeping these concepts in mind every day while at work, your reward is an unobstructed perspective of your company that can lead to productivity, strength, and longevity. It can also lead to a promotion!

Sign up for the GRIP newsletter [HERE!](#)

About the Author:

Elias Amash, President of GRIP, is an industry veteran with more than 25 years of experience in global sourcing, manufacturing, distribution, retail merchandising, fulfillment, marketing, technology, and operations. He is a trusted partner to hundreds of

retailers and has “leveled up” the industry with GRIP’s undying commitment to offering only the highest levels of service to its customers. Amash has published several business books, *The Retail Advantage: How to Win the War with Amazon*, *Retail Survival: Who Lives, Who Dies and Why*, *The Future of Retail*, *Importing from China: The Good, The Bad, and The Ugly*, and *101 Bright Ideas: Winning Tactics to Increase Retail Sales*.

About GRIP:

GRIP was incorporated by Charles Amash in 1980 and has grown into one of the nation’s top suppliers of innovative products to the retail industry. Located just south of Grand Rapids, Michigan, GRIP features a 200,000 sq ft state of the art warehouse facility including a 2,000 sq ft product showroom. GRIP carries a product line of over 1,000 specialty tools, tarps, automotive, cargo control, cleaning, LED lighting, magnetics, outdoors, household items, impulse and general merchandise. GRIP has a proven track record of excellence in supplying retail clients with innovative products, timely fulfillment, and world-class customer support. At GRIP, everything is about earning your business...one customer at a time. It’s about building relationships and fostering business partnerships that will last long into the future. Our goal is to have Customers for Life. The future at GRIP is exciting and we’re hoping that you can be a part of it as one of our many Customers for Life.

Where to get educated: GRIP Retailer Education www.gripretailer.com

Check out our Company Website

<https://www.gripontools.com/>

GRIP Online Catalog: <https://Gripontools.dcatalog.com/v/Grip-Catalog-2022/>

For more information: 616-877-0000

Visit my professional website: www.eliasamash.com