

EMOTIONAL INTELLIGENCE

Student ID: 2416523

Name: Gheorghe Sterea

LECTURER: Kazeem Oseni

INTRODUCTION

- Emotional Intelligence (EI) is the ability to identify, understand and control emotions, both in one's own body and in others.
- In a group project environment, EI is especially important for developing teamwork, avoiding conflict and group success. According to Goleman (1995), there are five core competencies: self-awareness, self-regulation, motivation, empathy and social skills.
- Higher EI levels correlate with greater academic achievement, interpersonal relationship skills and resilience and communication.

MANAGING EMOTIONS

- Students regulate their emotional state and handle stress by practicing mindfulness, identifying potential triggers and changing their perception of problems and challenges into learning opportunities.
- Strategies include: taking a pause before responding to feedback or criticism, using breathing and grounding strategies when feeling the pressure, journaling emotions and patterns, and taking physical exercise breaks.
- Self-regulation will help to avoid responding in an impulsive way that negatively effects team morale and group cohesion.
- People who experience frustration, anxiety or overwhelm might be able to communicate in a constructive way.

EI IN TEAM WORK

- Students become aware of the impact of their emotions and communication preferences on team interaction and group performance.
- Self-regulation is the ability to keep professionalism while under a time constraint and to regulate competitive urges.
- Empathy enables to grasp the frustrations and concerns of teammates that promotes psychological safety. Social skills like active listening, constructive feedback and conflict resolution foster team-building and high-performance teams.
- Research demonstrates that teams with higher EI show improved communication, reduced conflict, stronger trust, and better project outcomes (Salovey and Mayer, 1990).

EMPATHY

- Active listening without judgment or planning immediate rebuttals strengthens relationships.
- Knowing how to recognize the emotional state of teammates, their stressors and communication styles enhances collaboration.
- Perspective-taking fosters an awareness of why some people avoid engaging in discussion, or rule it.
- Feedback that is given constructively and with empathy, enhances relationships and builds psychological safety in groups.



CONCLUSION

EI is essential for successful group projects. Students should reflect to become self-aware, practice emotion management by using themed mindful and reframing techniques, listen actively to understand other people's emotions, ask feedback to gain insight into interpersonal skills, and demonstrate EI behaviors, proactive communication and constructive conflict resolution to boost team performance.

UNDERSTAND OTHER'S EMOTION

- Challenges that threaten EI effectiveness such as emotional hijacking during conflict, groupthink suppressing dialogue, diverse emotional styles creating misunderstanding, sustained pressure causing fatigue and burnout reduces empathy.
- But for mitigation, it's a process of constant reflection, peer support and institutional acknowledgment of stress.

REFERENCES

- Salovey, P. and Mayer, J.D., 1990. Emotional intelligence. *Imagination, cognition and personality*, 9(3), pp.185-211.
- Caruso, D.R., Salovey, P., Brackett, M. and Mayer, J.D., 2015. The ability model of emotional intelligence. *Positive psychology in practice: Promoting human flourishing in work, health, education, and everyday life*, pp.543-558.
- Martínez-Rodríguez, A. and Ferreira, C., 2025. Factors influencing the development of emotional intelligence in university students. *European Journal of Psychology of Education*, 40(2), p.60.
- Andres, F., 2025. The role of emotional intelligence in self-awareness and well-being. In *Development of Self-Awareness and Wellbeing: Global Learning Challenges in a Shifting Society* (pp. 1-46). IGI Global Scientific Publishing.