



# Emotional Intelligence

Why it can matter more than IQ

by Daniel Goleman

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## The Big Ideas

### IQ vs. EQ

The battle of Qs! :)

### Hundreds & Hundreds

Of ways to succeed.

### Self-Awareness

Enter: the witness.

### Self-Mastery

vs. "Passion's slave."

### Ten Thousand Hours

That should do the trick!

### A Master Aptitude

It sure is.

### Impulses

And marshmallows.

### Worrying

& self-fulfilling prophecies.

### The Science of Hope

The will and the way.

"What factors are at play, for example, when people of high IQ flounder and those of modest IQ do surprisingly well? I would argue that the difference quite often lies in the abilities called here emotional intelligence, which include self-control, zeal and persistence, and the ability to motivate oneself." ~ Daniel Goleman from *Emotional Intelligence*

*Emotional Intelligence*. This is one the most influential psychology books ever written that kicked off a bit of a revolution in redefining what it means to be "intelligent."

It's PACKED with goodness and in this Note we'll explore some of my favorite Big Ideas on how we can live with more emotional mojo. Let's jump in with a look at IQ vs. EQ! :)

## ■ IQ vs. EQ

"At best, IQ contributes about 20 percent to the factors that determine life success, which leaves 80 percent to other forces..."

Even Richard Herrnstein and Charles Murray, whose book *The Bell Curve* imputes a primary importance to IQ, acknowledge this; as they point out, "Perhaps a freshman with an SAT math score of 500 had better not have his heart set on being a mathematician, but if instead he wants to run his own business, become a U.S. Senator or make a million dollars, he should not put aside his dreams. ... The link between test scores and those achievements is dwarfed by the totality of other characteristics that he brings to life."

My concern is with a key set of these "other characteristics," *emotional intelligence*: abilities such as being able to motivate oneself and persist in the face of frustrations; to control impulse and delay gratification; to regulate one's moods and keep distress from swamping the ability to think to empathize and to hope."

Fantastic. So, we often have a common notion that IQ means success, happiness, health and all the other wonderful things we aspire to in life. But... might wanna check that assumption because there's actually a rather weak correlation between IQ and all that jazz.

What makes the difference?

As Goleman says: "a key set of these "other characteristics," *emotional intelligence*: abilities such as being able to motivate oneself and persist in the face of frustrations; to control impulse and delay gratification; to regulate one's moods and keep distress from swamping the ability to think to empathize and to hope."

Let's check some of them out, shall we?!?