

Personality vs. Emotional Intelligence

Who you are vs. who you can become

Perhaps you've taken the Myers-Briggs Type Indicator, the DISC profile, or some other personality test. These assessments yield rich insights into who you are, but they tell you little about who you can become. For that, you need the market-leading emotional intelligence assessment from Advantage thought leader partner BlueEQ™.

The world-renowned social psychologist Eric Fromm once said, "Temperament is constitutional and not changeable." In other words, core elements of personality related to temperament and disposition are considered innate.

The ability vs. trait debate— whether emotional intelligence is part of personality, or whether it is primarily behavioral in nature is an ongoing academic debate. Yet the view of nearly all behavioral and social scientists is that emotional intelligence is, in fact, a non-cognitive, learnable skill—an ability rather than a fixed, unlearnable trait. How do we know?

Researchers have conducted several longitudinal studies that track emotional intelligence levels among cohort participants who had been trained in and practiced emotional intelligence skills. What did they find?



People can improve emotional intelligence over time.

In the academic world, there are still a few researchers who argue that emotional intelligence is a fixed personality trait. Certainly, emotional intelligence is tied to and influenced by personality, but the evidence that people can make significant improvements in emotional intelligence over time is simply overwhelming.

If you would like to know who you can become, visit: www.advantageperformance.com/solution/blue-eq/ for links to the market-leading BlueEQ™ assessment.

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