

## EFFECTIVE LEADER HAS EMOTIONAL INTELLIGENCE

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### Introduction

A community is a large group of people how connected by common value or goal, to achieve the goal for common welfare a good instructed is required which known as a leader. An ancient time community lead by “mukhiya” or by “king” and now a days it leads by “political leaders”. But there are different types of leader as a reformers, social leaders, and business leaders and so on. If community or any society wants to be smooth and healthy environment to get common welfare for wellbeing of society it depends on a leader. The person who leads or commands a group, organization, society or country known as leader. But here the questions is that "What qualities distinguish an individual as a leader?"

In early 1950s researchers found that some traits were common in the persons who are leaders and the effective leaders have some effective qualities of leadership such as intelligence, adjustment, extroversion, consciousness, openness to experiences, general self-efficiency and so on which is known as trait theory of leadership. Most theories in the 20th century argued that great leaders were born, not made. Current studies have indicated that leadership is Self-confidence encompasses the traits of high self-esteem, assertiveness, emotional stability, and self-assurance.

### Definitions of Leader

A leader is "a person who influences a group of people towards the achievement of a goal".

A leader is the one in the charge, the person who convinces other people to follow.

A great leader inspires confidence in other people and moves them to action.

A person who rules or guides or inspires others.

All this definitions emphasise that a great leader having quality that committed to specific purpose for achieving confidence to influence all people for common goal.

### Qualities That Make a Great Leader

As become to great leader a person need to develop some important qualities which help to have followers.

- **Awareness:-**

Leaders understand the nature of this difference and accept it; it informs their image, their

actions, and their communication. They conduct themselves in a way that sets them apart from others or community.

- **Decisiveness:-**

All leaders must make tough decisions. Leader can understand that in certain situations, difficult and timely decisions must be made in the best interests of the entire organization, decisions that require a firmness, authority, and finality that will not please everyone.

- **Empathy:-**

Extraordinary leaders praise in public and address problems in private. The best leaders guide employees through challenges, always on the lookout for solutions to foster the long-term success of the organization.

- **Accountability:-**

Extraordinary leaders take responsibility for everyone's performance, including their own.

- **Confidence:-**

Not only are the best leaders confident, but their confidence is contagious. Employees are naturally drawn to them, seek their advice, and feel more confident as a result.. But when if get anything wrong, they take responsibility and quickly act to improve the situations within their authority

- **Optimism:-**

The very best leaders are a source of positive energy. They communicate easily. They are intrinsically helpful and genuinely concerned for other people's welfare. They always seem to have a solution, and always know what to say to inspire and reassure.

- **Honesty**

Strong leaders treat people the way they want to be treated. They are extremely ethical and believe that honesty, effort, and reliability form the foundation of success.

- **Focus**

Extraordinary leaders plan ahead, and they are supremely organized. They think through multiple scenarios and the possible impacts of their decisions, while considering viable alternatives and making plans and strategies--all targeted toward success.

**Other some qualities are such as—**

**Emotional intelligent in leadership**

Now here the major thinking goes towards the famous intelligence theory that is EI- Emotional Intelligence, which now a days more acceptable than IQ because IQ shows that what are the ability you have to solve any situation but EQ shows that the ability to became successful person in the life have able to deal with any situation because of EI.

Emotional intelligence (EI) is the area of cognitive ability involving traits and social skills that facilitate interpersonal behaviour. Intelligence can be broadly defined as the capacity for goal-oriented adaptive behaviour; emotional intelligence focuses on the aspects of intelligence that govern self-knowledge and social adaptation.

Emotional intelligence is widely known to be a key component of effective leadership. The Mayer- Salovey's model of emotional intelligence states that there are some skills that are related to Emotional intelligence (EI).

Emotional intelligence is the ability of individuals to recognize their own and other people's emotions, to discriminate between different feelings and label them appropriately, and to use emotional information to guide thinking and behaviour.

#### **Definition:-**

"Emotional intelligence is the ability to perceive emotions, to access and generate emotions so as to assist thought, to understand emotions and emotional knowledge, and to reflectively regulate emotions so as to promote emotional and intellectual growth."

In the 1995 Daniel Goleman defined EI as the major skills and characteristics that drive leadership performance. Studies have shown that people with high EI have greater mental health, exemplary job performance, and more leadership skills.

#### **The elements of EI**

- Self-awareness.
- Self-regulation.
- Motivation.
- Empathy.
- Social skills

#### **Self-awareness-**

The ability to recognize and understand personal moods and emotions and drives, as well as their effect on others. Self-awareness include self-confidence, realistic self-assessment, and a self-deprecating sense of humour. Self-awareness depend on one's ability to monitor one's own emotion state and to correctly identify and name one's emotions.

#### **Self-regulation-**

The ability to control or redirect disruptive impulses and moods, and the propensity to suspend judgment and to think before acting. It include trustworthiness and integrity; comfort with ambiguity; and openness to change.

**Internal motivation-**

A passion to work for internal reasons that go beyond money and status -which are external rewards, - such as an inner vision of what is important in life, a joy in doing something, curiosity in learning, a flow that comes with being immersed in an activity. A propensity to pursue goals with energy and persistence. It include a strong drive to achieve, optimism even in the face of failure, and organizational commitment.

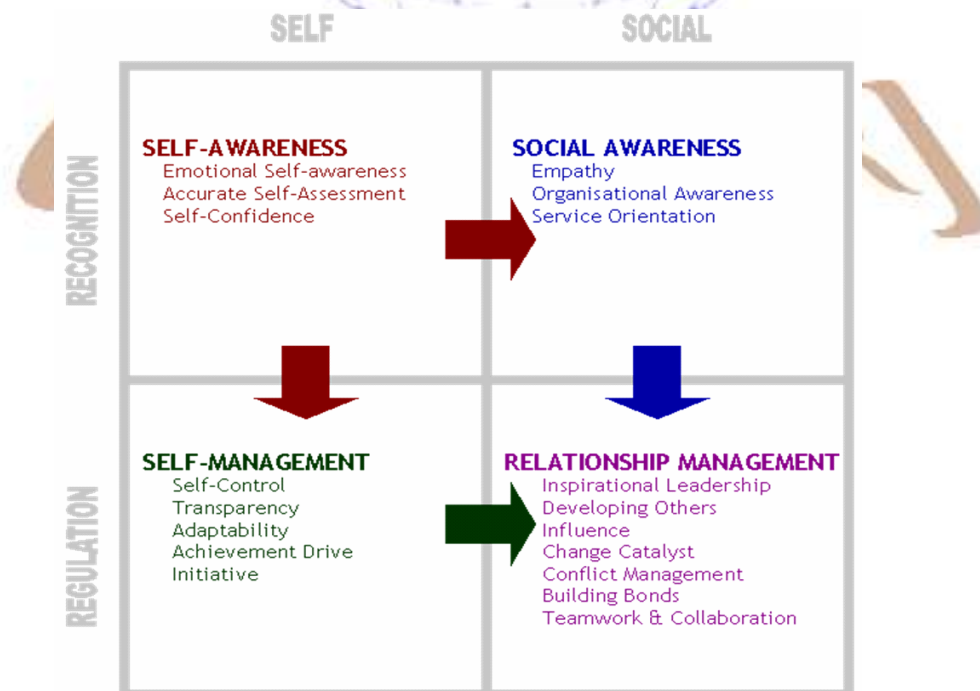
**Empathy-**

The ability to understand the emotional makeup of other people. A skill in treating people according to their emotional reactions. It include expertise in building and retaining talent, cross-cultural sensitivity, and service to clients and customers. (In an educational context, empathy is often thought to include, or lead to, sympathy, which implies concern, or care or a wish to soften negative emotions or experiences in others.)

**Social skills-**

Proficiency in managing relationships and building networks, and an ability to find common ground and build rapport. Hallmarks of social skills include effectiveness in leading change, persuasiveness, and expertise building and leading teams.

It explains that the person how has the Effective leadership quality show all above abilities with help of below diagram.



With the help of this it observe that the person who has all this ability known as highly effective leader and along with this he required other characteristics such as :-

- Self-assessment: Effective leaders periodically take stock of their personal strengths and shortcomings. They ask: “What do I like to do? What am I really good at?” “What are my areas of weakness, and what do I dislike doing?”
- Sharp perception: Effective leaders do. They have an easy level of honest communication with their teams and their peers, and a thorough understanding of how they are perceived.
- Responsive to the group’s needs: Being perceptive can also help a leader be more effective in knowing the needs of the team. Some team’s value trust over creativity; others prefer a clear communicator to a great organizer. Building a strong team is easier when you know the values and goals of each individual, as well as what they need from you as their leader.
- Knowing the organization: Effective leaders know the organization’s overall purpose and goals, and the agreed-upon strategies to achieve these goals; they also know how their team fits into the big picture, and the part they play in helping the organization grow and thrive. Full knowledge of your organization – inside and out – is vital to becoming an effective leader.
- Communication – Good communication skills are required at every level of business, but leaders must possess outstanding communication skills. Luckily, this is a skill that can be learned.
- Motivating teams – Inspiring others is the mark of an effective leader. Motivation is best done by example and guidance, not by issuing commands.
- Team building – Putting together strong teams that work well is another trait of great leaders. The opposite is also true: if a team is weak and dysfunctional, it is generally a failure in leadership.
- Risk taking – You can learn how to assess risk and run scenarios that will help you make better decisions. Great leaders take the right risks at the right time.
- Vision and goal setting – A team depends on its leader to tell them where they are going, why they are going, and how they’re going to get there. People are more motivated when a leader articulates his or her vision for a project or for the organization, along with the steps – or goals – needed to achieve it.

Thus it conclude that every society or nation required such effective leader, and to develop healthy atmosphere with a harmony in our nation.

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