

# Literature Review of Emotional Intelligence Structure Model

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**Abstract:** *Emotion is regarded as the important input variables impact on the organizational behavior, not only affect the staff's physical and mental health development, but also affect the overall mood of the team. Besides it will eventually affect the performance of team innovation and effectiveness. And emotional intelligence as a resource of team, help team members to understand others' feelings, control and manage destructive emotion and promote the development process, decision-making and operation of the team. In this paper, the authors summarize the structure model of emotional intelligence from the present research, analysis the existing models, show the trend of future research. It can help the managers to provide advice and reference to improve team self-efficacy.*

**Keywords:** Emotional intelligence, Structure model, Self-awareness

## 1. Introduction

Emotional intelligence emphasizes the recognition and understanding of themselves and others, help to solve the relevant issues and adjust personal behavior. The specific process consists of four parts: cognition and control their emotions and others; the combination of motivation, interest and self motivation psychological motivation; Strong and the rational adjustment of the will; to properly handle the interpersonal ability. At present, the research has become a cutting-edge curriculum both in theory and application. This paper sums up the definition and the structure model from the prior research, and draw the conclusion about the problems which are existing and how to do it more properly in the future research.

## 2. The definition of EI

From Mayer and Salovey (Mayer & Salovey) (1990) first proposed the definition of "Emotional Intelligence", this concept has quickly become one of the most popular topic in science and literature discussion. They think that emotional intelligence as one part of social intelligence, people use to guide their behavior, standardize their thinking. In fact, given many reasons to tell why "emotional intelligence" related topics increase rapidly. But one sure is that EI is easy to recognize. As we all know, most people are good at feelings, no matter what the occasion, when they seem to be having the right feelings will be the right way, for the right reasons, and with good treatment effect.

Gorman(1995) definite emotional intelligence as a mixed concept with personality and the personality factors of hybrid intelligence. It contains five dimensions: (1) cognitive abilities of their own emotions (2) cognitive abilities of others' emotions (3) their emotional management ability (4) the ability of self motivation (5) interpersonal relationship handling ability. Mayer and Salovey(1997) limit the concept of emotional intelligence classified as mental skills from social emotional personality traits. From them, emotional intelligence is defined as a series of concepts related to mental ability, it can be divided into four divisions: (1) the perception of emotion (2) the promote of emotions(3) the understanding of emotions (4) emotion management. Later Mayer and Salovey, Caruso (2003) define the emotional intelligence as the interact between the two different systems —cognitive and emotion. It is a unique aspect of intelligence. From the definition of Mayer, it can be seen that all dimensions of emotional intelligence are around to solve problems. Petrides and Furnham (2001) define emotional intelligence as one personal traits which associated with personality dimensions, it can be called a trait emotional intelligence.

## 3. The Structure Model of EI

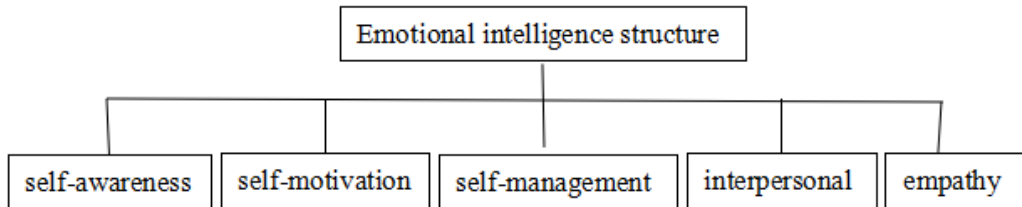
3.1. Mayer and Salovey (1990) began to explore emotional intelligence, which is a capability. They proposed a theoretical model that contains 3 factors and 10 variables. As follows:

**Table 1**

Emotional Intelligence										
factors	assessment and express of emotion				measures of emotion		application of emotion			
variables	self		others		self	others	motivation	flexible Plan	regulation of attention	creative thinking
	verbal	nonverbal	empathy emotion	nonverbal perception						

3.2. Goleman published in his book "emotional intelligence" in 1995, put forward that the emotional intelligence has five aspects: self-awareness, self-motivation, self-management,

interpersonal and empathy. As shown in the figure below:



**Figure 1**

3.3. Mayer & Salovey(1997) decided to modify the model based on the emotional intelligence model they proposed in 1995. After two years they propose a new emotional

intelligence model contains 4 factors and 16 variables and simplified in 1999.

**Table 2**

Emotional Intelligence structure			
Emotional perception and expression	Understanding and analysis of emotions	Emotional promote thinking	Reflective mood regulation
Identify and express their own physiological state, and the emotional feeling	Emotional naming	Emotion promote thinking in a constructive way	Remain open to pleasant and unpleasant feelings.
Identify and express emotions in others, art, and language.	Ability to understand complex emotions	Generate emotions to help judge and remember	According to the judgment and use of information, mature into or away from the ability of some kind of emotion
The ability to distinguish the accuracy and authenticity of emotional expression	Ability to understand the meaning of emotion	A negative attitude leads to a change in the individual's perspective, which can be considered from multiple perspectives.	Ability to manage your own emotions
The ability to accurately express emotional ability to understand complex emotions	Understanding the relationship between emotions	Ability to promote specific problem solving methods in different emotional states	The ability to perceive oneself and other people's emotions.

3.4. Bar-On(1997) proposed the structure of emotional intelligence model contains 4 dimensions and 13 factors. In this structure the factor "general mood" is seen as the validity, was added to the happiness of the individual emotional intelligence scale.

Emotional Intelligence Scale structure, abbreviated as MEIS). It Mainly simplified the emotional intelligence scale on 1997. They assume that emotional intelligence has four aspects: (1)the perception, evaluation and accurate expression of emotion; (2)the use of emotion to promote the understanding;(3) the understanding of the process of emotional thinking and the possible result; (4)the effective regulation of emotion.

3.5. Schutte et al.,(1998)and his colleagues developed the emotional intelligence scale (Schutte self-report emotional intelligence scale, abbreviated as SSEIS), mainly written by self-report form, including the use of emotion, emotional control, emotional evaluation and others social ability in four dimensions.

However, this model didn't indicate the nature of emotions, application, understanding and regulation of emotion clearly. Goleman and Boyatzis (2002) proposed the new model base on their research includes 4 dimensions and 20 variables: self-awareness, self-management, social consciousness, social management.

3.6. Mayer, Caruso, and Salovey (1999) proposed the multi-factors of Emotional Intelligence Scale (Multifactor

Emotional Intelligence			
Self-awareness	Self-management	Social awareness	Social skills
emotional self awareness; accurate self evaluation; confidence	self control; trustworthy self management; adaptability; achievement orientation; conscientiousness; innovate	the perceive of the group emotion; Society awareness; Service orientation; empathy	leadership; Ability to communication; cohesion; society skills; effect; conflict management; team coordination ability; synaptic; Promote others

3.7 Petrides and Furnham (2001) explain that emotional intelligence should be sort as personality traits rather intelligence. Compared with the model of Mayer, Caruso and Salovey, the main difference of the two emotional intelligence model is the method of measurement. The emotional intelligence model of the personality orientation conclude fifteen factors, they are shown in the following table:

The content of emotional intelligence	emotional expression
	emotional perception
	emotional regulation
	emotional management of others
	trait empathy
	impulse control
	social ability
	relationship skills
	stress management
	self-motivation
	adaptability
	confidence
	self-esteem
	trait happiness
	trait optimism

3.8. Mayer, Salovey, Caruso, and Sitarenios (2003) proposed a new emotional intelligence test (Mayer, Salovey and Caruso Emotional Intelligence Test, abbreviated MSCEIT) based on the before, contains eight variables, and the structure is the same as the MEIS, only consists of four variables.

3.9 Wong and Law (2002) proposed a new form of emotional intelligence (Wong and Law Emotional Intelligence Scale, referred to as WLEIS) based on previous research regarding emotional intelligence model. The scale contains four dimensions: self emotion appraisal, others emotional evaluation, emotional regulation and emotional application.

3.10 Xu Yuanli (2004) proposed a model contains three dimensions: object, operation and content which shown in the following table:

Emotional Intelligence							
object			operation			content	
Point to oneself	Point to others	Point to the ecological environment	Perception, experience	Expression evaluation	Adjust, control	Positive emotion	Negative emotion

3.11. Lu Jiamei (2005) believes that emotional intelligence only contains two dimensions: object and operation, including awareness, understanding, evaluation, prediction, experience, expression and regulation of emotional ability. This 11 models above regarding emotional intelligence are the main stream of the structure in research fields, they can be divided into ability orientation, personality trait orientation and orientation of mixed type. The emotional intelligence model proposed by Mayer and Salovey (1990, 1997, 1999, 2003), Wong and Law (2002), Xu Yuanli (2004) and Lu Jiamei (2005) belong to ability oriented; The emotional intelligence model by Petrides and Furnham (2001) belongs to personality trait orientation; The models by Goleman (1995), Bar-On (1997), Zhang Huihua (2006) are orientation of mixed type. They promote the construction of

emotional ability according self reporting.

#### 4. Conclusion

After literature review, I believe the development of emotional intelligence can be improved from the following four aspects:

4.1 Understanding the emotional intelligence, the scientific definition of its connotation and denotation and propose the definition of emotional intelligence base on all-embracing.

4.2 Understanding the relationship between emotional intelligence and traditional intelligence which has its own particularity. We should shake off traditional thinking and

devote to the development of creative exploration of EI.

4.3. Solve the problems with scientific methods. Emotional intelligence is a form of multiple intelligence and expand the connotation of multiple intelligence, so the research methods should be more diversified. The research should combined the experience research paradigm with the empirical research paradigm.

4.4. Strengthen the application research of emotional intelligence.

Mostly research of emotional intelligence was still stay the concept research and construction of theory. There need emphasis on applied research regarding EI and promote the development of the theory into practice.

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