

Emotional Intelligence Bibliography

This is by no means an exhaustive list of books on Emotional Intelligence (EI) and related topics, or even necessarily the best, but these are the ones I have read and can recommend. The books are grouped in the following categories: Basic Primers, Improving EI, and EI and Leadership

Emotional Intelligence – Basic Primers

Emotional Intelligence, Daniel Goleman, 1995

This is the book that started the current interest in Emotional Intelligence and was a national best seller. Goleman covered the behavioral and brain sciences for the New York Times. This book makes a case for EQ being more critical to success in life than IQ. The book draws heavily from research, and is more of a ‘why you should’ rather than a ‘how to’. A portion of the book is dedicated to the neurobiology of emotions.

Emotional Intelligence at Work, Daniel Goleman, 1998

This is another Goleman book that makes the case for EQ; however, this time the setting is the workplace, and the research base is organizational research. Again, there is little focus on the ‘how to’, but it makes an excellent case for why organizations should become more emotionally intelligent.

Improving Your Emotional Intelligence

The EQ Edge, Steven J. Stein and Howard E. Book, 2000

The EQ Edge was written as a companion to the Bar-On Emotional Quotient Inventory (EQ-i), the oldest and most widely researched of the emotional intelligence assessments. The book includes an entire chapter for each of the 15 emotional intelligence factors measured by the EQ-i. Each chapter defines the factor in depth, describing what it is and what it is not, and how it relates to the other factors. Each chapter also includes some self-assessment questions for that factor, and exercises and self-assignments to assist you in developing that element of emotional intelligence. I highly recommend this book to anyone who wants to deepen their understanding of emotional intelligence.

Achieving Emotional Literacy: A Personal Program to Increase Your Emotional Intelligence, Claud Steiner, 1997

Claude Steiner has been teaching emotional literacy to people for more than 20 years. He coined the term emotional literacy, which is synonymous with emotional intelligence. This book is very much a ‘how-to’ book with a step-by-step program to increase your own emotional literacy. An

Emotional Awareness Questionnaire is included, as well as some parenting advice. I highly recommend this book.

Emotional Intelligence at Work, Hendrie Weisinger, 1998

Hendrie Weisinger is a licensed clinical psychologist and organizational consultant, best known for his book *Anger at Work*. His EQ book is divided in to two main parts, with tips on how to increase your own EQ, and how to use EQ with others.

Raising Your Emotional Intelligence, Jeanne Seagal, 1997

Jeanne Seagal has been a clinical psychologist for more than 30 years. She is best known for her book *Living Beyond Fear*. As the title suggests, this book focuses on activities to raise your own EQ. It is one of the quickest and easiest reads on EQ. She addresses EQ in love, at work, and at home, and suggests a 10-step curriculum for raising your EQ.

Emotional Intelligence and Leadership

Executive EQ, Robert K. Cooper & Ayman Sawaf, 1996

My favorite of the EQ books, this book approaches EQ from the perspective of leadership. The authors were working with EQ before Goleman wrote his book. Sawaf founded a non-profit organization called Foundation for Education in Emotional Literacy. Cooper has been researching emotional intelligence and leadership in organizations for years. The book contains Sawaf's model Four Cornerstones for Emotional Intelligence, which is more complicated than any I've seen, but is very comprehensive. It contains a wealth of EQ tools and some inspiring stories. It also contains a copy of the EQ Map, the first research based, nationally norm-tested, statistically reliable measure of EQ.

Primal Leadership, Daniel Goleman, Richard Boyatzis, & Annie McKee, 2002

Like all of Daniel Goleman's books, this one is interesting, well written, and research-based. The book is written with the help of two co-authors with experience in using emotional intelligence principals in teaching leadership. Unlike previous Goleman books on emotional intelligence, which did not address the "how to", this book is divided into three main sections addressing how to teach emotionally intelligent leadership to individuals, teams and organizations. The organizational piece is really a road map for changing an organization's culture.

The Emotionally Intelligent Manager: How to Develop and Use the Four Key Emotional Skills of Leadership, David R. Caruso and Peter Salovey, 2004

Peter Salovey, a Yale professor, along with John Mayer, published the first research on emotional intelligence. With David Caruso they developed the Mayer-Salovey-Caruso Emotional Intelligence Test (MSCEIT). For years, in western culture we have been taught to suppress emotion, especially at work. When people are emotional, they are commonly not

thought to be rational. Salovey and Caruso argue that the emotional and rational parts of the decision making process are integral and should not be treated separately.

Additional Resources

Destructive Emotions: How Can We Overcome Them? A Scientific Dialogue with the Dalai Lama, Narrated by Daniel Goleman, Bantam Books, 2003.

A fascinating read, this book documents the tenth of the Mind and Life Institute meetings, which are collaborations between Buddhist scholars and western scientists, psychologists and philosophers. This meeting concentrated on the neurobiology of emotions, the impact of destructive emotions like anger, fear and craving, and the beginnings of a secular program to “inoculate” people against them. This book also fits with the impulse and reality testing factors.

Authentic Happiness, Martin Seligman, 2002

Martin Seligman is a pioneer in the use of cognitive psychology to understand mental health rather than mental illness – a field called Positive Psychology. He believes it is possible for people to consciously cultivate a happier life, especially through using your signature strengths. He has a test available on-line which purports to measure your strengths. This book also fits with the happiness and optimism factors.

Nonviolent Communication: A Language of Compassion, Marshall Rosenberg, 1999

Marshall Rosenberg’s Nonviolent Communication model teaches us to express our wants and needs in a way that makes it more likely, rather than less likely, that people will respond in the way we would wish they would. He has two chapters on empathy, which is a critical EQ skill. He provides a method for you to express emotions, even anger, in a productive, relationship-building way.

Living a Life That Matters: Resolving the Conflict Between Conscience and Success, Harold Kushner, 2001

In this bestseller, Kushner, the author of *When Bad Things Happen to Good People*, tells us that the path to a truly successful and significant life is through friendship, through family, and through acts of generosity and self-sacrifice.

The Truth Option, Will Schutz, 1985

Written by the developer of the FIRO-B self-assessment, this book lays out Schutz’s ideas that relationships can be understood through self-awareness of our needs for inclusion, control and openness, which in turn are driven by our self-regard and beliefs about how significant, competent and likeable we think we are. This book addresses EQ concepts of self-awareness and reality testing. It is laid out like a workbook with assessments and activities to increase your own self-awareness.

The Human Element: Productivity, Self-Esteem and the Bottom Line, Will Schutz, 1994

This book updates and extends the ideas that Schutz wrote about in *The Truth Option*. It includes a model called the Seven Levels of Truth, which address deepening levels of self-awareness. Schutz believes that our relationships would be improved, and organizations more productive if we were more open with each other. The book proposes a decision-making technique called concordance, which I found to be the best discussion I've read on consensus building.

People Skills, Robert Bolton, 1979

Here is another classic in the arena of interpersonal skills. This book specifically addresses assertiveness, communications and conflict management skills in depth.

The Four Agreements: A Practical Guide to Personal Freedom, Don Miguel Ruiz, 1999

This is another recent national bestseller in a spiritual vein, and another simple, yet profound book that is quick and easy to read. It addresses self-awareness and reality testing issues.

Adversity Quotient: Turning Obstacles into Opportunities, Paul Stoltz, 1997

This book is written by a businessman and draws heavily on Seligman's work on Learned Optimism. The author suggests that all things being equal, it is our reaction to adversity (AQ) that will determine the level of success in our lives. Handling adversity is an EQ skill. The book contains a short version of a test to measure your adversity quotient. Here is another example of a clinical psychology techniques being used in the workplace, this time by a businessman. This book also fits with the stress tolerance and reality testing factors.

Finding Serenity in the Age of Anxiety, Robert Gerzon, 1997

The author suggests that all things being equal, the level of success in our lives will be determined by how well we handle our anxiety. Gerzon breaks anxiety down into three strands, toxic, natural and sacred. He believes that toxic anxiety is bad for us, but the other two forms keep us safe and propel spiritual growth. Handling anxiety is an EQ skill.

Learned Optimism: How to Change Your Mind and Your Life, Martin Seligman, 1990

Seligman is a clinical psychologist and researcher whose theory of learned helplessness is one of the most profound psychological discoveries of the 20th century. He contends that all things being equal, it is our level of optimism that will determine the level of success in our lives. His book contains a test to measure how optimistic you are. Optimism is an EQ skill. Like other EQ skills, you can learn to be optimistic.

The Art of Happiness: A Handbook for Living, The Dalai Lama, 1998

Happiness is an emotional intelligence. In this simple, yet profound book, the Dalai Lama makes the case that our purpose in life is to seek happiness. He calls Buddhism a discipline of the mind. Many of the tenets of Buddhism are emotional intelligence techniques.