



# Junior Officer Advisory Group

## Readiness & Deployment Committee

### [Behavioral Health Team]

# Practicing Wellness

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## “EMOTIONAL INTELLIGENCE”

Submitted by: LT Samora Casimir, OTD, OTR/L and LT India Johns, DrPH, LCSW-C, BCD, PMH-C

### What is Emotional Intelligence?

The ability to understand and use our emotions in positive ways to relieve stress, communicate effectively with others, and overcome challenges. Emotional Intelligence is important to help us manage our behaviors, navigate social situations, and to aid us in making personal decisions.

### How does this apply to PHS Officers?

Practicing Emotional Intelligence is vital for Commissioned Corps Officers, as it improves leadership skills, enhances conflict resolution skills, builds the ability to be more empathetic, assists with managing emotions to attain specific goals, and provides us the ability to perceive emotions in ourselves and others more accurately.

The key to utilizing Emotional Intelligence within your organization and in your day-to-day tasks are to hone in on positive emotions, successful leadership qualities that are beneficial within your team at the workplace, and how your actions and words can affect others. Emotionally intelligent leaders facilitate progressive work organizational performance, set achievable goals, and work within teams that are productive. Recent research proves that Emotional Intelligence is a vital predictor in domains of job performance, academic performance, leadership, negotiation, work-family conflict, trust, and emotional stress. Resolving issues in the workplace not only requires highly-intelligent people but also the use of practical solutions in order to build a beneficial working relationship within your team.



Reference: Krishnakumar, S., Perera, B., Persich, M., & Robinson, M. (2019). Affective and effective: Military job performance as a function of work-related emotional intelligence. *International Journal of Selection and Assessment*, 27(2), 203–215. <https://doi.org/10.1111/ijsa.12239>

Resource: Emotional Intelligence Self-Assessment Tool: [EI-ASSESSMENT.pdf \(nodc.org\)](#)