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Personality and Individual Differences

Volume 25, Issue 2, August 1998, Pages 167-177

Development and validation of a measure of emotional intelligence

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[https://doi.org/10.1016/S0191-8869\(98\)00001-4](https://doi.org/10.1016/S0191-8869(98)00001-4)

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Abstract

This series of studies describes the development of a measure of emotional intelligence based on the model of emotional intelligence developed by Salovey and Mayer [Salovey, P. & Mayer, J. D. (1990). Emotional intelligence. *Imagination, Cognition and Personality*, 9, 185–211.]. A pool of 62 items represented the different dimensions of the model. A factor analysis of the responses of 346 participants suggested the creation of a 33-item scale. Additional studies showed the 33-item measure to have good internal consistency and test-retest reliability. Validation studies showed that scores on the 33-item measure

1. (a) correlated with eight of nine theoretically related constructs, including alexithymia, attention to feelings, clarity of feelings, mood repair, optimism and impulse control;

2. (b) predicted first-year college grades;
3. (c) were significantly higher for therapists than for therapy clients or for prisoners;
4. (d) were significantly higher for females than males, consistent with prior findings in studies of emotional skills;
5. (e) were not related to cognitive ability and
6. (f) were associated with the openness to experience trait of the big five personality dimensions.



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