

Slide one: Topic: What is the relationship between emotional intelligence and career success?

Slide two:

So, what is emotional intelligence?

Emotional intelligence is the ability to recognize, understand and manage one's own emotions as well as the emotions of others.

How can emotional intelligence provide insight into career success?

Individuals with higher emotional intelligence are better equipped to navigate interpersonal relationships, handle stress and conflict, and communicate effectively. This leads me to believe that those with higher emotional intelligence will have better job satisfaction, career advancement, and overall success.

Plus, understanding the role of emotional intelligence in career success may provide insight into how you can develop and improve to enhance your personal and professional growth.

Slide three: ARTICLE #1

" The contribution of emotional intelligence to career success: beyond personality traits"

Slide four: INVESTIGATION.

This study investigated how the role of emotional intelligence, both extrinsic and intrinsic career success relates to early and later career stages.

Traditionally the big five personality traits, which are extraversion, neuroticism, openness, conscientiousness, and agreeableness, are personality traits that influence how people behave in the workplace and how they perform at work. But since personality traits are static characteristics, there has been evidence that emotional intelligence is another important factor in career success. It has been shown that individuals with higher emotional intelligence perceive more job success, experiment with more work, and engage in fewer counterproductive work behaviours. It is believed that emotional intelligence and personality operate similarly in terms of how their relationship with career success indicators. Previous research has suggested that personality has a stronger effect than ability in the first two years of a worker's career, and there is a need for further research to consider that of later career stage. Plus, age has strong implications for career success because of the relationship between maturity and experience. Therefore, this study was considered a both early and later-stage success. They also included graduates from different areas of study, such as social and legal sciences, health sciences, arts

and humanities, and engineering and architecture. Age was also controlled to increase the descriptive value of the analysis.

Slide five: CONTENTS OF STUDY.

The hypothesis suggests that after controlling for the effects of the big five personality factors, age, gender, area of study, and proactive personality, emotional intelligence would be positively associated with career success, and emotional intelligence would significantly predict career success.

Slide six: MATERIALS AND METHOD.

The study included 271 working graduates, 179 of them women and 92 of them men. 37% of participants were in their early career, meaning within the first two years, and 62% were in their later career, meaning two or more years into their career. The participant's average age was 31 years old, and the range of graduates were 12.9% social and legal sciences, 11.4% health sciences, 21% Arts and humanities, and 34.7% engineering and architecture.

Slide seven: MEASURES.

Emotional intelligence was measured using the Wong and law emotional intelligence scale to assess self-perceived emotional intelligence. This scale consisted of 16 statements across four dimensions, self-emotion appraisal, appraisal of others' emotions, use of emotion, and regulation of emotion. Questions included " I always know whether or not I am happy," scored on a 5-point Likert scale.

Personality traits were assessed using the short form of Goldberg's bipolar adjectives and included 25 items, and participants indicated their measure of agreement rated on a 9-point Likert scale.

Proactive personality was measured using a shortened version of the Bateman and Crants scale with ten items scored on a 7-point agreement scale with statements like " if I believe an idea, no obstacle will prevent me from making it happen."

Career success criteria measured extrinsic success based on salary and intrinsic success based on overall job satisfaction, with questions like " I feel fairly well satisfied with my present job" on a 1 to 10 scale.

They controlled variables like age, gender, and area of study.

Slide eight: RESULTS.

Emotional intelligence positively correlated with age, extraversion, agreeableness, conscientiousness, openness, proactive personality, salary, and job satisfaction.

Emotional intelligence showed a negative correlation with neuroticism and gender.

Slide nine: LIMITATIONS.

The study's limitations included the sample size because if it were a bigger sample size, it would explain the explanatory power of the study. Plus, there were a lot more women than men, which limited the results of gender because women typically work in lower-paying jobs that have worse conditions than men. So, there was some bias in that regard.

They included university graduates, so it didn't include the generalized population. Lastly, using online methods to collect the information may have lowered the control over response, which means questions wouldn't have been able to be explained further.

Slide ten: SO, WHAT?

The results of this study show that developing emotional intelligence as a personal resource to achieve career success requires more research examining how emotional intelligence programs could act as a tool for career counsellors working with people transitioning into the workforce.

More work in this area should focus not on personality traits but also on developing an understanding of emotional intelligence.

Slide eleven: ARTICLE #2

The next article I'm going to touch on is.

" Millennial knowledge workers: the roles of protean career attitudes and psychological empowerment on the relationship between emotional intelligence and subject career success."

Slide twelve: INVESTIGATION.

The article describes that within the career development stages, career success is of concern not only to employees' success but also to the organization's success. They described the subject of career success as employees, perceptions and feelings about their careers.

Employees with higher SCS feel happier and more successful in their careers. Since the largest number of workers is millennials, this study focuses on millennials. Out of all generations,

millennials expect fulfillment from their work and meaningful work and see long life learning as a priority. And since there has been a need for more research underlying how emotional intelligence influences subjective career success, they wanted to dive into that further. Protean career attitude is a new way to describe 21st-century career progression. And since people with a protean career attitude strive for psychological success, which is crucial for millennials. Therefore, millennials' protean career attitude is the first component of emotional intelligence and the subjective career success relationship. They also predict that psychological empowerment influences subjective career success, an intrinsic motivation. So this study predicts that high levels of emotional intelligence in millennial employees will strengthen their subjective career success by raising their protean career attitude and psychological empowerment.

#### Slide thirteen: COMPONENTS OF STUDY

hypothesis:

1. They predict that millennial knowledge workers' emotional intelligence is related positively to their protean career attitude. This is because these attitudes include self-awareness, adaptability, flexibility, optimism, and confidence and are also the main characteristics of emotional intelligence, which are assertive, flexible, optimistic, socially aware and self-reliant.
2. The next hypothesis predicts that millennial knowledge workers with protean career attitudes are positively related to their psychological empowerment. This is because protean careers involve attitudes around self and one's work, and those who demonstrate these attitudes will benefit from being intrinsically motivated to their career. Psychological empowerment is an intrinsic motivation that can help create and shape one's values. They're confident and capable and boost overall self-satisfaction.
3. The third hypothesis is that millennial knowledge workers' psychological empowerment positively affects their subjective career success. This is because psychologically empowering jobs are more satisfying, and those with subjective career success perceive high meaning, impact, competence, and self-determination in their work.
4. The fourth hypothesis suggests that millennial knowledge workers' emotional intelligence is positively related to their subjective career success, influenced by their protean career attitudes and psychological empowerment.

Slide fourteen: METHOD.

The study gathered data from 42 IT companies near three universities in Ankara, Turkey. IT companies were chosen because they experience rapid changes and deal with uncertain economic conditions regarding currency and interest rates. And since millennials are typically self-driven and comfortable with change, they were good candidates. The millennials presented were aged 24 to 33 and of similar social classes and work statuses. They were all university graduate professionals and had job characteristics like job complexity, skill variety, and problem-solving. 623 questionnaires were usable and represented 55% male and 45% female respondents.

Slide fifteen: MEASURES.

The survey measured emotional intelligence, protean career attitudes, psychological empowerment, and subjective career success.

Emotional intelligence was assessed using a scale developed by Long and Law. It reflected the four dimensions of emotional intelligence: self-emotion appraisal, appraisal of others' emotions, use of emotion, and regulation of emotion. with questions such as " I have good control of my own emotions" on a 5-point Likert scale.

Protean career attitudes we're measured through two subdimensions on a 14-item scale measuring self-directed career attitudes and value-driven attitudes. Questions like " freedom to choose my career path are one of my most important values" are rated on a five-point Likert scale.

Psychological empowerment was assessed using Spreitzer's scale and included four components: impact, competence, meaning, and self-determination. With questions like " my impact on what happens in my department is large" on a 5-point Likert scale.

Subjective career success was measured with five items from Greenhause, questions like " I am satisfied with the success I have achieved in my career" measured on a five-point Likert scale.

Slide sixteen: RESULTS.

Gender did not correlate with any of these variables as it was not proposed in the data. The finding shows that millennial knowledge workers with protean career attitudes and psychological empowerment fully mediate the relationship between emotional intelligence and subjective career success. It was shown that millennial knowledge workers with high emotional intelligence

would likely experience subjective career success. Those with high emotional intelligence help employees improve their decision-making process and better understand their emotional appraisals. This allows them to utilize their creative thinking and helps their persistence in challenging tasks.

#### Slide seventeen: LIMITATIONS.

The limitation in these results includes a possibility of method bias, which was minimized by removing any respondents with the same answer to many questions.

They also noted that since the study was only with millennials who work in Turkey, it needed to generate a generalized finding for all millennials.

They could not control additional variables since no socio-demographic and company-related data exists.

And lastly, the study involved mostly highly educated millennial knowledge workers, So more research would have to be done at a larger scale to remove this bias.

#### Slide eighteenth: SO, WHAT?

The study shows that employees' emotional intelligent profiles could give valuable input into career development goals. Managers should incorporate emotional intelligence knowledge into HR planning by organizing training in emotionally intelligent skills. By doing so, companies will be able to have higher levels of protean career attitudes, and employees will have higher levels of subjective career success.

#### Slide nineteen: CONCLUSION.

Overall, both articles prove that having high emotional intelligence will assist in career success. Emotional intelligence can be taught and, therefore, can be improved. Success in your career can be based on something other than your natural capabilities and personality. It is shown that with high levels of education, emotional intelligence can improve; therefore, being satisfied in your career is more likely. Other factors to career success, such as skill and experience, come with age. Understanding your emotional intelligence would be beneficial when thinking about a future career, as it has a lot to do with how satisfied you are at a job and how fulfilling your job can be.

## References

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