

## **EQ Edge – Book Review**

---

The EQ Edge – Emotional Intelligence and Your Success, third edition by Steven Stein and Howard Book, 2011.

The EQ Edge is an engaging, practical, easy to read book that clearly defines emotional intelligence, provides self assessment questions to help you gage your own emotional intelligence and offers practical exercises to improve your performance in your professional and personal life. As the skills of emotional intelligence are the skills required by effective leaders, it is a must read for all leaders, and aspiring leaders.

Emotional Intelligence is defined as “a set of emotional and social skills that influence the way we perceive and express ourselves, develop and maintain social relationships, cope with challenges and use emotional information in an effective and meaningful way.” The five foundations of emotional intelligence are Self Perception, Self Expression, Interpersonal, Decision Making, and Stress Management. Each foundation has three distinct set of skills that can be measured and developed.

The Centre for Creative Leadership (CCL), a world famous leadership training centre, in Greensboro, N.C., identified four pillars or competencies important for successful leadership:

1. Being centred and grounded
2. Having the ability to take action
3. Having a participative management style
4. Being tough minded

In the book, these pillars are matched to the skills of emotional intelligence with practical tools for development.

Besides leadership development, the book also outlines how emotional intelligence can be used in selection and retention, building high performing teams, career development and transition, training and development and personal development. The authors cite original research and studies done in these areas, and present them in an interesting way. This book would also be of great value to students who need to know what it takes to succeed in today’s job market.

If you were to focus on only one book in this New Year, I would highly recommend the EQ Edge. It is fun to read, filled with practical examples and can provide you with the tools you need to move to the next level of excellence in your professional and personal life.

Reviewed by Heather Erhard, Director, Erhard Associates, [www.erhardassociates.com](http://www.erhardassociates.com)