

The 15FQ+ Predicts Emotional Intelligence

The table below presents correlations between a widely used measure of Emotional Intelligence (the Emotional Competencies Inventory – ECI) and the 15FQ+ primary factors, on a sample of 35 job applicants. (Only those correlations that are significant at the 5% level or less are reported.) Inspection of this table demonstrates the ability of the 15FQ+ to predict emotional intelligence, as well as providing further evidence of its construct validity.

Correlations between the 15FQ+ and the ECI.

ECI scale	15FQ+ Primary
Self Awareness	<i>fF</i> (.38) <i>fO</i> (-.35) <i>fA</i> (.34)
Self Reliance	<i>fQ₃</i> (.35)
Assertiveness	<i>fF</i> (.42) <i>fH</i> (.44) <i>fQ₂</i> (-.34) <i>fQ₃</i> (.35)
Relationship Skills	<i>fA</i> (.42) <i>fC</i> (.35) <i>fF</i> (.60) <i>fH</i> (.67) <i>fQ₂</i> (-.42)
Empathy	<i>fA</i> (.56) <i>fC</i> (.35) <i>fF</i> (.60) <i>fH</i> (.67) <i>fQ₄</i> (-.44)
Self Control	<i>fL</i> (-.37) <i>fN</i> (.47) <i>fO</i> (-.55) <i>fQ₄</i> (-.44)
Flexibility	<i>fA</i> (.37) <i>fL</i> (-.36) <i>fQ₄</i> (-.50)
Optimism	<i>fF</i> (.38) <i>fO</i> (-.39)

Most notable are the large correlations between the ECI scale Relationship Skills and the 15FQ+ primaries *fF* (Enthusiastic) and *fH* (Socially Bold). This demonstrates that social confidence and interpersonal enthusiasm are core components of good relationship skills. Similarly the substantial correlation between the ECI scale Empathy and the 15FQ+ primary *fA* (Empathic), demonstrates the ability of the 15FQ+ to predict this core EI construct. That the 15FQ+ primaries *fF* and *fH* are also strongly correlated with Empathy, indicates that higher levels of empathy are also associated with higher levels of social skills, as would be expected.

The large negative correlation between the ECI scale Self Control and the 15FQ+ primary *fO* (Self doubting) indicates that those individuals who have greater control over their emotions have higher levels of self-confidence, as would be expected. Similarly the substantial correlation between this ECI scale and the 15FQ+ primary *fN* (Restrained) indicates that Self Control is, not surprisingly, associated with interpersonal restraint.

That the ECI scale Assertiveness does not correlate with the 15FQ+ primary Dominant (*fE*) is to be expected, as this ECI dimension assesses appropriate assertion whereas *fE* assesses the tendency for someone to dominate social situations. We would therefore expect there to be a curvilinear relationship between appropriate assertion and the 15FQ+ primary *fE* (Dominant). That is to say, average scores on this primary will be associated with appropriately assertive behaviours, with high and low scores being associated with passivity and aggression respectively. The substantial correlations between the 15FQ+ primaries *fF* and *fH* with the ECI scale Assertiveness, supports this idea; indicating that appropriate assertion is associated with a higher level of social skill.

The moderate, but nonetheless significant correlations between the ECI dimension Optimism and the 15FQ+ primaries *fF* (Enthusiastic) and *fO* (Self-doubting), indicate that optimism is associated with a fun-loving interpersonal style and with self-confidence, as would be expected. Finally the moderate correlation between the ECI scale Flexibility, and the 15FQ+ primaries *fA* (Empathic), *fL* (Suspicious) and *fQ₄* (Tense-driven) reflect the fact that this ECI dimension is assessing interpersonal flexibility, rather than a flexible thinking style. Therefore it is unsurprising to discover that interpersonal flexibility is associated with a tendency to relate to others in a trusting, empathic and composed way.

In summary, the substantial correlations between the ECI and the 15FQ+ demonstrates the ability of the 15FQ+ to predict EI. This is consistent with previous research, which construes EI as a set of interpersonal competencies that can be predicted from personality measures. (Further evidence of this can be found on pages 51-52 of the 15FQ+ manual, which presents data on the relationship between the Bar-on Emotional Quotient Inventory.