

## EMOTIONAL INTELLIGENCE AND PROFESSIONAL SUCCESS- EVOLUTIONARY AND QUALITATIVE THEORIES

Ana-Lucia BLENDEA<sup>1</sup>, Ioan GOTCA<sup>2</sup>,  
Mariana DUDUMA<sup>3</sup>, Daniela DIMITRIU<sup>4</sup>

<sup>1</sup>Clinical Psychologist, CSM Iasi, Socola Psychiatry Institute

<sup>2</sup>Doctor of Medicine, CSM Iasi, Socola Psychiatry Institute

<sup>3</sup>PhD, Gh.Asachi Technical University Iași, DIMA Faculty

<sup>4</sup>PhD in Philosophy, Alexandru Ioan Cuza University Iași, Mihai Eminescu Central Library

**Abstract.** *Emotional intelligence (EI) is increasingly recognized as a crucial factor in achieving professional success. This article explores the relationship between emotional intelligence and various aspects of professional life, focusing on motivation, satisfaction, and engagement in the workplace. Drawing from contemporary research and theoretical frameworks, the article delves into how individuals with higher levels of emotional intelligence tend to experience greater motivation, job satisfaction, and overall engagement in their work. The article examines how emotional intelligence influences an individual's ability to understand and manage their emotions effectively, navigate social interactions, and adapt to diverse workplace environments. Moreover, it discusses the impact of emotional intelligence on interpersonal relationships, communication skills, and leadership effectiveness within organizational settings. Furthermore, the article explores practical strategies for enhancing emotional intelligence in the workplace and fostering a positive organizational culture conducive to professional growth and fulfillment. By recognizing the significance of emotional intelligence in driving motivation, satisfaction, and engagement, organizations can implement targeted interventions and initiatives to support employees' development in this area. Overall, this article highlights the integral role of emotional intelligence in promoting individual and organizational success, emphasizing the importance of cultivating emotional intelligence competencies for thriving in today's dynamic work environments.*

**Key words:** emotional intelligence, motivation, job satisfaction, work engagement, professional success

**DOI** [10.56082/annalsarscibio.2024.1.145](https://doi.org/10.56082/annalsarscibio.2024.1.145)

### INTRODUCTION

Emotional intelligence (EI) has garnered significant attention in the realm of professional development, with mounting evidence suggesting its pivotal role in achieving success in the workplace. This study aims to explore the relationship between emotional intelligence and