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### **Title**

Issues in Conceptualising and Assessing Emotional Intelligence ([https://research.acer.edu.au/cgi/viewcontent.cgi?article=1011&context=research\\_conferenceITU\\_2004](https://research.acer.edu.au/cgi/viewcontent.cgi?article=1011&context=research_conferenceITU_2004)) (<http://www.acer.edu.au>)

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### **Publication Date**

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### **Abstract**

The author is in the process of developing a construct of the 'emotional intelligence' needed by novice workers. Driving this research is a belief that emotional intelligence is valued in today's workplace particularly because of the need for flexibility and adaptability in terms of career prospects and because today knowledge is so readily accessible and constantly changing that young people need to have strong generic skills that will help them to keep learning throughout their lives. The intent is to develop a robust construct that will form a basis for rigorous high stakes assessment. It will be argued that some existing measures of emotional intelligence are not entirely suitable for use at the point of transition to the workplace from secondary school or university. They were not designed for this purpose, thus many of these tests are formative/diagnostic and self-report, for example, Bar-On (1997). Various existing measures of emotional intelligence and personal skills will be discussed in this light.

### **Recommended Citation**

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