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## EMOTIONAL INTELLIGENCE SPORTS INVENTORY (ESI)

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### Abstract:

#### *What is an 'Emotional Competency'?*

*An emotional competency is a critical emotional skill that directly impacts your sport performance. The emotional competencies in this report are based on scientific studies linking emotional intelligence to effective sports performance in top athletes.*

*The Emotional Intelligence Sports Inventory (ESI) is the world's first assessment tool to measure the key performance competencies compiled through the assessment of the world's top performance athletes. Athletes and coaches will now have more information to help the athlete reach their performance potential and let their talent dance under pressure.*

### KEYWORDS:

Emotional Intelligence Sports Inventory (ESI) , Emotional intelligence (EI) ,.

### INTRODUCTION

Emotional intelligence (EI) is a relatively new construct that has gathered momentum in performance. John Mayer and Peter Salovey (1997) defined it as: "The ability to perceive accurately, appraise and express emotion; the ability to access and/or generate feelings when they facilitate thought; the ability to understand emotion and emotional knowledge; and the ability to regulate emotions to promote emotional and intellectual growth."

EI has four skill hierarchical levels that range in complexity in terms of how individuals identify, manage and use emotions. Appraisal and expression of emotion is the lowest skill level. The next level involves evaluating emotional experiences. The third level involves understanding and reasoning about emotions. The fourth and highest skill level includes the management and regulation of emotions.

- 1)Self-awareness - the ability to read one's emotions and recognize their impact while using gut feelings to guide decisions.
- 2)Self-management - involves controlling one's emotions and impulses and adapting to changing circumstances.
- 3)Social awareness - the ability to sense, understand, and react to others' emotions while comprehending social networks.
- 4)Relationship management - the ability to inspire, influence, and develop others while managing conflict.

Over the past few years, sport psychology researchers and practitioners have expressed that emotional intelligence (EQ) is an important construct in the sports domain. Accordingly, interest in emotional intelligence has increased specifically in the realm of athletics. It has been claimed that emotional intelligence enhances leadership performance, team cohesion, and coping with pressure. Researchers like Meyer, Fletcher, Kilty, & Richburg, 2003; Meyer & Fletcher, 2007; Meyer & Zizzi, 2007 and Zizzi, et al., 2003 have explored the utility of emotional intelligence in sport.

### **Two measurement tools based on the Goleman model are**

- 1)The Emotional Competency Inventory (ECI), 1999, and
- 2)The Emotional and Social Competency Inventory (ESCI), 2007.

### **The other measurement tools are**

- 1)The Emotional Intelligence Appraisal, (2001) a self-report assessment.
- 2)Bar-On model of emotional-social intelligence (ESI)
- 3)The Bar-On Emotional Quotient Inventory (EQ-i), is a self-report measure of EI developed as a measure of emotionally and socially competent behaviour that provides an estimate of one's emotional and social intelligence. It measures the mental ability to be successful in dealing with environmental demands and pressures.
- 4)Self-report measures of EI include the Swinburne University Emotional Intelligence Test (SUEIT), and the Schutte EI model, the Trait Emotional Intelligence Questionnaire (TEIQue).

### **The Emotional Intelligence Sports Inventory (Esi)**

The ESi is a survey tool designed by Dr Martyn Newman and Judy Purse in 2010 to measure an individual's emotional intelligence (EQ) as it pertains to effective sports performance. The ESi provides an efficient, valid assessment of the EQ factors that support sports performance based on a well-researched model of emotional intelligence. It draws on the emotional and social competencies identified by Daniel Goleman (1995), Reuven Bar-On (1997) and Martyn Newman and Judy Purse (2008) in their respective benchmark models and is based on an extensive review of the literature relating specific emotional and social competencies to effective sports performance. The ESi comprises 77 brief questions that reflect critical aspects of the skill being measured and indicates the presence of this skill in the behaviour of the individual being assessed. The frequency with which an individual demonstrates behaviours related to a skill is the best measure of that skill. High levels of emotional intelligence in these areas can help predict sports success because they enable an athlete to manage and direct their emotional experience toward desired outcomes.

Most coaching models have one clear limitation. While coaches are often strong in the technical, physical and strategy parts of coaching, the mental/emotional part of the coaching model is normally the weak link. Simply, the technical, physical and strategy are easily quantified with drills, physical training, chalkboard discussions, video and other tools to help the athlete become bigger, faster and stronger. But, the conversation between coach and athlete to help the athlete become more self-aware, more resilient, more confident or more optimistic is not quite as quantifiable, can be difficult and awkward for the coach – and often avoided all together.

The ESi model consists of ten factors that contain content from all four major domains of EQ. The ESi measures these competencies and athletes with these skills are characterized by:

- 1)Self-Awareness - the capacity to tune-in to the messages the body is constantly sending; be aware of emotional experience and motivations, and understand how feelings and emotions impact on personal performance, attitudes and judgments.
- 2)Self-Confidence - the ability to respect and like themselves and be confident in their skills and believe in their ability to perform at high levels.
- 3)Self-Reliance - the emotional power to be self-directed and take full responsibility for personal performance and back personal judgments and the ability to be self-reliant in making significant decisions.
- 4)Competitiveness - the strong desire to strive for success in competition by competing against others to win where the primarily focus is the challenge of reaching optimal performance and success is measured by performing at their personal best.
- 5)Achievement Drive - the ability to maintain a strong drive to achieve personally meaningful goals and be energized by the stimulus of pushing themselves outside of their comfort zone to take on new challenges.
- 6)Resilience - the ability to cope effectively with major setbacks and disappointments in sport; a strong will to succeed and the ability to bounce back from performance setbacks by focusing on the task ahead rather than

the negative emotions.

7)Focus - the ability to maintain an effective focus and avoid distractions and the ability to sustain concentration and stay centered regardless of what is happening in the competitive situations.

8)Flexibility - the ability to adapt thinking, feelings and actions in response to changing circumstances and the ability to "go with the flow" to maintain optimal performance.

9)Self-Control - the ability to manage emotions well and restrain actions and stay calm when under pressure, and the ability to manage shifting moods to maintain composure and an optimal level of arousal to think clearly and act appropriately.

10)Optimism - the ability to sense opportunities even in the face of adversity and maintain an overall positive attitude and high expectations of what they can achieve and generally maintain positive mood.

- ✦ The ESi Summary Report provides a brief snapshot of scores on the ten emotional intelligence skills that support elite sports performance.
- ✦ The ESi Sports Report is a development tool that provides athletes with a comprehensive interpretation of their performance potential based on their emotional intelligence. The reports include: a global Total ESi score; an individual's scores on 10 emotional competencies linked to effective sports performance and a validity scale that measures positive response bias. The ESi Sports Report also provides narrative descriptions of the emotional skills associated with each score, a wealth of coaching strategies for developing emotional intelligence and sports performance, and an action plan for designing a personal blueprint to build the skills for sustained superior performance.

There is ongoing research on the ESi. International research projects are currently being conducted by the University College Dublin, the University of Wales Institute at Cardiff, the Rovaniemi Polytechnic, Finland, the Nanyang Technological University, Singapore, the University of Macao, the Chengdu Sports University, and the University of Suwon Korea.

The Emotional Intelligence Sports Inventory describes a set of positive emotional skills that represents a new psychology of sporting excellence. It is a psychometric tool that signifies an innovation in the measurement of sporting behaviors. It is an exciting advance in the ability to measure the building blocks that are scientifically linked to the behaviors of successful sports people.

Performance data was collected from amateur and professional athletes from around the world in a wide range of sports. It was then scientifically validated by comparing results with a number of other well-established measures of sports performance. The ESi™ was then administered to professional groups of international elite athletes – including national sports teams. Results revealed strong relationships between the 10 mental and emotional fundamentals or “competencies” defined and measured by the ESi™ and outstanding sports performance.

**The ESi will help athletes determine whether they:**

- ✦ Are mentally tough enough to remain self-motivated and sustain their competitive energy
- ✦ Take emotional control in response to frustration and disappointment
- ✦ Stay mentally alert and focused to deal with distractions and competitive stresses
- ✦ Maintain the power of purpose that enables them to reach beyond their current limits and attain their highest goals
- ✦ Understand how negative emotions are holding them back in competition situations

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