

Background to Daniel Goleman's concept of emotional intelligence

Goleman's concept of EI overlays with other people's descriptions of personal mastery. Goleman sees four key pillars of EI:

- **Self Management**
- **Self Awareness**
- **Social Awareness**
- **Social Skills**

The problem with Goleman's highly attractive concept is that he does not provide much insight into the meanings of these terms, nor how we might develop them.

In learning, the concept of **reflective practice** is probably the most helpful skill that helps us develop EI. In other words:

1. **The conscious practice of reviewing our successes and mistakes.**
2. **Deciding to learn from both:**
 - How to improve our practice in the same area of need, and,
 - How to transfer the learning to new areas of need.
3. **Ensuring that this learning becomes an unconscious part of our skillset over time (unconscious competence) so that we have the 'space' to learn new things.**

Background to Gardner's 7 intelligences

Howard Gardner identified 7 intelligences, which help us understand how we think and learn. These are far more useful from a learning and development point of view as they have applications in the field of accelerating and personalising learning

Intelligence type	Typical traits exhibited by someone who has this intelligence
Linguistic intelligence	Active listening skills, good writing and reasoning, public speaking capability
Logical-mathematical intelligence	Computing skills, problem solving, structured approach, precision, abstract thinking
Visual-spatial intelligence	Uses images to think, has sense of the big picture, uses metaphor
Musical intelligence	Sensitive to pitch, rhythm, emotions
Bodily-kinaesthetic intelligence	Good timing, learns by tactile experience, mechanically minded, skilled at crafts
Interpersonal or social intelligence	Negotiates well, good communicator, relates well
Intrapersonal or intuitive intelligence	Sensitive to own values, intuitive skills, needs to be different, self motivated

Gardner now argues for an eighth intelligence, the naturalistic intelligence.

The big point from Gardner's research is that since people learn in different ways, we can do several things to improve our 'reach':

- **Work in several intelligences at the same time.**
- **Tailor our approach to the individual where this is possible and useful.**

Sources: Cook, Peter, Best Practice Creativity, (1998) Gower
Cook, Peter, Sex, Leadership and Rock'n'Roll (2006) Crown House