



EMOTIONAL INTELLIGENCE AND MANAGERIAL EFFECTIVENESS

QUESTION BANK

PART A – 1 MARK QUESTIONS

1. Define Emotional Intelligence.
2. What is Emotional Quotient?
3. Expand the term EQ.
4. What is Self-awareness?
5. State any one theory of emotion.
6. Differentiate between IQ and EQ.
7. Who popularized EI in organizations?
8. What is emotional brain?
9. Name the author of “Emotional Intelligence”.
10. What is Amygdala Hijack?
11. What is the purpose of the Emotional Competency Inventory?
12. List any one component of Goleman’s EI framework.
13. What is self-regulation?
14. Define motivation in EI context.
15. What is empathy?
16. Define emotional literacy.
17. What is social skill?
18. Write one function of emotions.
19. What is the limbic system?
20. Who developed the ability model of EI?
21. State any one indicator of emotional competence.
22. What is emotional expression?
23. Define social awareness.
24. Name the tool used to measure EI.



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25. What is emotional learning?
26. What is the role of EI in leadership?
27. Define relationship management.
28. What is emotional skill?
29. What is emotional regulation?
30. Mention one benefit of EI training.
31. What is aggression?
32. What is emotional interpretation?
33. Define depression in EI context.
34. What is emotional clarity?
35. Name any one workplace where EI is essential.
36. What is self-reflection?
37. What is emotional feedback?
38. What is the purpose of emotional learning programs?
39. Define emotional receptivity.
40. What is effective communication in EI?
41. What is EI competency?
42. What is emotional support?
43. What is the James–Lange theory?
44. What is emotional sensitivity?
45. Write one sign of low EI.
46. What is the role of prefrontal cortex in EI?
47. What is emotional resilience?
48. Define affect.
49. Name a leadership style influenced by EI.
50. What is emotional self-control?



✓ PART B – 5 MARK QUESTIONS

1. Explain the concept and evolution of Emotional Intelligence.
2. Discuss the differences between IQ and EQ with examples.
3. Describe the role of the emotional brain in decision making.
4. Apply EI concepts to explain a workplace conflict scenario.
5. Explain Goleman's emotional competency framework.
6. Illustrate self-awareness with workplace examples.
7. Describe the components of self-regulation.
8. Explain the role of intrinsic motivation in EI.
9. Discuss the importance of empathy in professional relationships.
10. Apply EI to resolve a team misunderstanding.
11. What is the Emotional Competency Inventory? Explain.
12. Describe emotional literacy and its importance.
13. Explain how emotional literacy helps reduce aggression.
14. Discuss emotional skill development.
15. Explain cognitive skills in emotional literacy training.
16. Apply emotional management strategies to control depression.
17. Explain the role of EI in workplace leadership.
18. Discuss various EI-driven leadership styles.
19. Describe the need for EI in team building.
20. Explain a situation where EI improved team performance.
21. Discuss emotional learning in organizations.
22. Explain the importance of relationship-based emotional competencies.
23. Apply EI to manage a difficult employee.
24. Describe any two theories of emotion.
25. Discuss the process of emotional regulation.
26. Apply EI skills to handle customer complaints.
27. Explain how EI influences communication.



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28. Discuss the role of EI in negotiation.
29. Apply EI in a job interview situation.
30. Explain emotional triggers and their impact.
31. Apply self-awareness techniques in career development.
32. Explain the impact of emotions on decision making.
33. Discuss emotional resilience with examples.
34. Apply EI to increase employee engagement.
35. Explain emotional bias and its consequences.
36. Discuss emotional facilitation in relationships.
37. Apply empathy to resolve a client issue.
38. Explain emotional communication barriers.
39. Demonstrate EI in conflict resolution.
40. Discuss emotional balance techniques.
41. Explain emotional performance at work.
42. Apply EI to influence others positively.
43. Discuss emotional maturity in the workplace.
44. Explain emotional leadership.
45. Apply EI to manage workplace stress.
46. Discuss organizational benefits of EI programs.
47. Explain emotional coaching in leadership.
48. Apply EI to improve interpersonal communication.
49. Discuss any two EI measurement tools.
50. Explain the link between EI and ethical behavior.

PART C – 10 MARK QUESTIONS

1. Analyze the relationship between emotional brain functions and leadership decisions.
2. Evaluate the effectiveness of Goleman's EI model in modern organizations.
3. Analyze the evolution of EI and its impact on HR practices.



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4. Design an EI development program for new managers.
5. Evaluate the role of EI in employee performance and productivity.
6. Compare and contrast major theories of emotion.
7. Create an EI-based leadership improvement plan.
8. Analyze how self-awareness influences leader effectiveness.
9. Critically evaluate emotional literacy training in organizations.
10. Develop a model linking emotional literacy and workplace behaviour.
11. Analyze aggression and depression in relation to emotional regulation.
12. Evaluate the impact of EI on team conflict management.
13. Create a training module for emotional skill development.
14. Analyze emotional communication barriers and propose strategies.
15. Evaluate the role of EI in organizational change management.
16. Create strategies for developing empathy among leaders.
17. Analyze the impact of low EI in workplaces with examples.
18. Evaluate how EI affects talent retention.
19. Design an EI-based feedback mechanism for employees.
20. Analyze the link between emotional regulation and stress management.
21. Evaluate EI-driven decision-making during crises.
22. Create an EI competency assessment tool.
23. Analyze the relationship between EI and ethical leadership.
24. Evaluate emotional culture in organizations.
25. Design an EI-enhanced team-building intervention.
26. Analyze emotional triggers and their organizational consequences.
27. Evaluate the importance of EI in cross-cultural teams.
28. Create a case study demonstrating EI failure and recovery.
29. Analyze emotional bias in recruitment decisions.
30. Evaluate EI's influence on customer relationship management.
31. Develop EI guidelines for workplace communication.
32. Analyze the role of EI in employee engagement.



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33. Evaluate EI training methods and their outcomes.
34. Create a strategy to improve EI across all organizational levels.
35. Analyze emotional learning as a long-term HR development tool.
36. Evaluate the outcomes of EI-based leadership styles.
37. Design an EI evaluation framework for CEOs.
38. Analyze emotional resilience and its impact on leadership success.
39. Evaluate the role of EI in preventing workplace burnout.
40. Create an EI intervention for conflict-prone teams.
41. Analyze the relation between social skills and organizational outcomes.
42. Evaluate the reliability of the Emotional Competency Inventory.
43. Develop an EI policy for a global organization.
44. Analyze workplace behaviour through an EI lens.
45. Evaluate emotional self-control in high-pressure industries.
46. Design an EI learning roadmap for students.
47. Analyze leadership failures caused by poor EI.
48. Evaluate emotional facilitation in managerial decision-making.
49. Create tools to improve emotional competence among HR managers.
50. Analyze the future scope of EI in AI-enabled workplaces.



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