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Opinion Poll

Can women really cannot have it all?

- Yes**
- No**
- Maybe**

Voice of HR

Voice of HR is a monthly contest wherein you, the HR, can participate and share your ideas,

IQ versus EQ

04/07/2014



IMAGESBAZAAR

India Inc is progressing from IQ to EQ, albeit at a slower pace, writes **Sachin Adhikari**

We have transitioned into a society where knowledge is important but soft skills, which determine how one deals with people, how adaptable one is to changes in the environment, how well he/she adjusts with others in the team and the way he/she approaches problem-solving, is becoming more critical to employers who need their resources to be at par with the rest of the world.

Earlier, in the business world, organisations thought that bright, intelligent people with high IQs were the key to superior performance but they soon realised that high IQs do not always translate to equally exemplary job performance. Rather, it was observed that traits like the ability to recognise, understand, use and manage emotions, which are basically the EQ traits, are determinanta of how successful one is in his/her professional role. Experts are of the view that life-skills, rather than soft-skills, can make all the difference in a candidate.

There is a constant debate about whether it is possible to imbibe life skills in a person through external training. It is true that the basic personality traits of a person are difficult to change but we need to understand that effective training metaphors can help strengthen the latent traits that lie in every individual. In fact, unlike cognitive

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inputs and insights on the burning issues in the Human Resource space.

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**PEOPLE
WHO DON'T JUST WORK
WITH NUTS & BOLTS BUT
WITH NUTS, BOLTS,
HEART & SOUL**

Openings for Leaders in
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intelligence, emotional intelligence can be taught and learned through effective training and should be a part of the regular curriculum in all educational institutions.

Elements an effective training module should incorporate:

Building confidence: Students must be made aware of the difference between being confidence and arrogance at their workplaces and also have confidence in the company they work for. Good training should help students to overcome their fears/inhibitions and speak up before an audience effortlessly to facilitate better personal growth for them.

Creativity: Training modules should include fun with learning as a free flow of ideas is essential in bringing out leadership traits in a person.

Team-building: Good training helps students build positive working relationships and helps everyone achieve positive goals and business objectives. Thus, they should be trained to be good team players. An effective way to do this is by including an adventure experience, which will involve students in group activities challenging them physically and mentally and teach them the importance of working together as a team in order to succeed.

Contribute to the society: Soft skills training should aim to sensitise the youth on social issues prevalent in the society and encourage them to not only voice their opinion but also contribute and make a difference in their own way.

According to the annual global Talent Shortage Survey from Manpower Group, nearly one in five employers worldwide can't fill positions because they can't find people with adequate soft skills and a majority of the employers give priorities to candidates who are team players, problem-solvers and can plan, organise and prioritise their work over their technical and computer-related know-how. The future literally lies in the hands of a trained and an employable workforce.

- The author is chief mentor at Achiever's Zone



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