



## Emotional Intelligence for Librarians

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### Abstract

Emotional intelligence (EI) is the capacity to be aware of, control, and express one's emotions, and to handle interpersonal relationships effectively within your library. Theories about developing emotionally intelligent staff through training, mentoring, and succession planning are discussed specifically in relation to librarianship. The theories and discussed philosophies and practices of Emotional intelligence will encompass and blend new concepts into existing and widely valued library literature with theorists from within the business sector. This article discusses how Emotional intelligence is used in the employment selection process and how it defines the core competencies we see in our employees. Emotional intelligence is for leaders, managers, and employees at all levels. library literature will provide us with immediate examples of how other librarians work. This is helpful for people who feel they are pressed for time. However, this flies in the face of reason. When we expand our horizons and delve into literature outside of library science, in particular the business expert literature, we forge our own future. Librarians must keep abreast of the changing business climates, trends, and opportunities. If we disregard business trends in light of conducting our research in a faster and easier manner, we continue to operate status quo. Transformational leaders cannot operate in status quo mode. They must create the vision. The vision should not be based solely on the expertise of a few librarians. If librarians delve deeply into the library literature, which is a finite number of articles, then they can become a transformational leader, but one must read the expert business literature, too. The librarian's skill and comfort level with Emotional intelligence depends solely on two aspects of Emotional intelligence that mirror the leadership/management conundrum: is an emotionally intelligent person born or made? We can hire for Emotional intelligence and we can provide training for Emotional intelligence In this chapter, we discuss theories about developing emotionally intelligent staff through training, mentoring and succession planning. Discussions regarding the effects of change management and its correlation to Emotional intelligence are incorporated. The theories and recommended philosophies and practices of Emotional intelligence will encompass and blend new concepts into existing and widely valued literature and theories from leading experts from both the business sector and within the library science field.

The following sections on competencies, development and training, Emotional intelligence benefits and opportunities, change management, and EI for leaders and managers will guide you through some of the most attainable EI soft skills for leaders and managers alike. From this chapter, one can take away the overarching possibilities to instil Emotional intelligence skills and appreciation to all staff, no matter they fall in the organizational chart.

**Key words -Emotional intelligence, librarians**