



This study assessed the role of behavioral level of emotional social intelligence (ESI) competencies on leadership performance. ESI significantly predicted leader performance, whereas measures of generalized intelligence and personality did not. Adaptability and influence were two components distinctively predicting sales leadership performance. The purpose of the study was to show that in addition to intelligence and aspects of personality, a leaders emotional intelligence (EI) will affect recruiting numbers.

All leadership interactions are, in part, emotional activities. Therefore, a leader's ability to intra- and interpersonally understand and manage emotions affects how followers respond; as such, the EI of a leader should affect the organization at every level of interaction in both direct and indirect ways. Additionally, a follower who works for an emotionally intelligent leader develops higher level of trust and confidence in the leader and the organization.

Boyatzis, R. E., Good, D., & Massa, R. (2012). Emotional, social, and cognitive intelligence and personality as predictors of sales leadership performance. *Journal of Leadership & Organizational Studies*, 2, 191.