

The Role of Emotional Intelligence in Ensuring the Effectiveness of Professional Communication Processes

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Abstract

This article examines the critical role that emotional intelligence (EI) plays in enhancing professional communication. It outlines how EI facilitates effective interpersonal exchanges in the workplace by enabling individuals to recognize, understand, and manage emotions—the key to clear messaging, empathetic listening, and conflict resolution. The paper reviews foundational theoretical models (such as the Mayer-Salovey ability model and Goleman's competency framework) and illustrates their relevance to leadership communication, conflict management, and team collaboration. Finally, it discusses evidence-based strategies—ranging from targeted training and coaching to practical skill-building exercises—that organizations can implement to foster an emotionally intelligent communication climate, thereby boosting productivity, engagement, and overall organizational performance.

Keywords: Emotional Intelligence, Professional Communication, Leadership, Conflict Resolution, Team Collaboration, Organizational Training.

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Introduction

Effective professional communication is widely recognized as a cornerstone of modern workplace success. In today's organizations, strong communication skills are among the most sought-after employee attributes, linked to higher efficiency, engagement, and trust [1]. Well-connected teams can see productivity gains of 20–25%, and most business leaders report that clear, open communication improves team performance and morale [2, 3]. Conversely, communication breakdowns present serious challenges to organizational efficiency. Surveys indicate that poor or ineffective communication can cost companies between \$10,000 and \$55,000 per employee each year in lost productivity and errors [2, 3]. Employees often spend excessive time

managing messages, and over half report anxiety about misinterpreting written communications [2, 3]. These challenges are amplified in an era of rapid change, remote collaboration, and diverse teams, where misunderstandings or emotional missteps can erode teamwork.

Emotional intelligence (EI) has emerged as a key factor in addressing these communication challenges. EI refers to the ability to recognize and manage one's own emotions and to understand others' emotions. In the context of communication, these skills translate to greater empathy, self-control, and social awareness during interactions. High-EI individuals tend to convey their thoughts clearly and listen actively, navigating the social and emotional nuances of workplace

conversations [4]. By managing emotional cues and building rapport, they can prevent small miscommunications from escalating into conflicts. Indeed, research suggests that emotional intelligence is essential for enhancing communication effectiveness and fostering collaborative work environments [5]. This article explores the role of EI in professional communication processes, beginning with its theoretical foundations and then examining applications in leadership, conflict resolution, and team collaboration. It also discusses strategies for developing EI-driven communication skills in organizational settings.

1. Theoretical foundations of EI in professional communication

Emotional intelligence has been studied through multiple theoretical lenses, and these frameworks directly inform our understanding of effective communication. Peter Salovey and John D. Mayer's ability model conceptualizes EI as a set of interrelated abilities: perceiving emotions (in oneself and others), using emotions to facilitate thought, understanding emotional meanings, and managing emotions [6, 7]. These abilities underpin communication processes. For instance, accurately perceiving a colleague's emotional tone allows one to interpret their message more effectively, while managing one's own emotions (such as staying calm under pressure) helps maintain clarity in dialogue. In essence, the ability model suggests that the emotionally intelligent communicator can "read" the emotional content of interactions and respond appropriately to keep communication constructive.

Daniel Goleman's competency model expands on early EI theories by framing emotional intelligence in terms of competencies that drive workplace performance [6]. Goleman's model, influential in organizational contexts, includes five key components of EI: (1) self-awareness, (2) self-regulation, (3) motivation, (4) empathy, and (5) social skills [6]. Each of these competencies connects with professional communication. For example:

Self-awareness – understanding one's own emotions and communication style. This awareness helps professionals recognize how their mood or stress level might affect the tone of an email or a conversation.

Self-regulation – the ability to control or redirect disruptive emotions. In communication, this means pausing to respond thoughtfully rather than reacting with anger or frustration. Self-regulation supports a more respectful and clear exchange, even under challenging circumstances [4].

Motivation – a drive to achieve and remain optimistic. A motivated communicator can inspire colleagues through positive language and perseverance, even when conveying difficult messages or navigating complex discussions.

Empathy – recognizing and understanding others' emotions. Empathy enables one to tailor communication to the audience's perspective, leading to messages that resonate and build trust. An empathetic manager, for instance, will sense a team member's frustration or confusion and address it with care, thereby preventing miscommunication.

Social skills – adeptness at managing relationships, which encompasses clear communication, listening, conflict management, and collaboration. Goleman explicitly includes effective communication as a core social skill, alongside abilities like influence and conflict resolution [8, 9]. This means that a high-EI individual is likely to excel at conveying ideas persuasively and fostering open dialogues within a team.

Notably, the "social skills" component of EI underscores how deeply intertwined emotional intelligence is with communication prowess. It involves *active listening* and delivering messages in an engaging, audience-appropriate manner [8]. In practice, this could be seen when a team leader uses their EI to sense the team's morale and adjust their communication – for example, providing encouraging feedback or moderating their tone during stressful projects.

Table 1. Comparative analysis of theoretical models of EI in professional communication

Model	Key components	Relevance to professional communication	Advantages	Limitations
Mayer-Salovey ability model	Perceiving, using, understanding, and managing emotions	Enhances the ability to interpret nonverbal cues and manage personal responses during interactions	Provides an objective framework for emotional processing	May overlook the broader social and relational dynamics
Goleman's competency model	Self-awareness, self-regulation, motivation, empathy, social skills	Directly aligns with effective leadership, conflict resolution, and team collaboration	Holistic and widely applied in organizational settings	Measurement of competencies can be subjective

Beyond these individual theories, broader communication models also highlight elements that align with EI. Classic models of communication stress the importance of feedback, context, and the emotional environment in which a message is sent and received. Emotional intelligence provides the tools to manage these elements: it helps professionals give and receive feedback without defensiveness, adapt messages to the social context, and remain aware of the emotional “noise” that might distort understanding. As a recent literature review observed, highly emotionally intelligent individuals tend to communicate effectively and empathize with others, which allows them to develop more cohesive and supportive working relationships [10]. In other words, EI contributes to communication *competence* – the ability to convey information clearly, interpret responses correctly, and maintain positive relational dynamics. Theoretical and empirical work thus converge on the idea that emotional intelligence enriches professional communication by infusing it with clarity, understanding, and human connection.

2. Application of EI in workplace communication

Emotional intelligence has powerful applications across various facets of workplace communication. Three key areas where EI significantly impacts communication effectiveness are leadership interactions, conflict resolution, and team collaboration.

2.1 EI in leadership communication

Leadership communication is most effective when it resonates on both a logical and emotional level. Leaders high in emotional intelligence communicate with greater clarity, empathy, and influence, thereby inspiring and

guiding their teams more successfully [4]. For example, an emotionally intelligent leader will be self-aware enough to recognize how their mood can influence a meeting, and will practice self-regulation to set a constructive tone. They are also attuned to the feelings of their audience – sensing when employees are anxious, disengaged, or confused – and can adjust their messaging accordingly. Empathy allows such leaders to address concerns with understanding, whether in one-on-one conversations or company-wide announcements.

Research in organizational psychology supports the link between EI and effective leadership communication. Transformational leadership studies have found that leaders leverage EI skills to communicate vision and feedback in ways that motivate and engage employees. In fact, transformational leaders rely on EI competencies to employ strong interpersonal communication and team collaboration skills as part of their leadership approach [10]. High-EI leaders tend to listen actively and provide supportive feedback, creating an open dialogue with their teams. This openness builds trust: employees are more likely to voice ideas or problems when their leader has shown empathy and emotional understanding. Moreover, emotionally intelligent leaders are adept at reading the room – noticing nonverbal cues or morale shifts – and can address issues before they escalate. This might mean clarifying a confusing instruction after observing puzzled expressions, or diplomatically diffusing tension with humor or encouragement.

Ultimately, EI enables leadership communication that is not just top-down transmission of information, but a two-way process of connection. Leaders with high EI foster a communication climate where transparency and respect

are valued, which can enhance team alignment and commitment. Studies have indicated that such leaders achieve better outcomes; for instance, emotionally intelligent managers often attain higher team performance and business results, precisely because their communication style elicits trust and commitment [10]. In summary, EI empowers leaders to communicate with authenticity and insight, elevating their effectiveness in rallying teams and managing change.

2.2 EI in conflict resolution

Workplace conflicts – whether minor disagreements or serious disputes – are inevitable in professional settings. Emotional intelligence plays a pivotal role in how these conflicts are communicated and resolved. A lack of EI can lead to misunderstandings, emotional outbursts, and protracted conflicts, as individuals may struggle to manage their feelings or understand the perspective of others [5]. By contrast, high-EI professionals approach conflict communication with greater self-control and empathy. They are able to stay calm and constructive under stress, listen to the other party's concerns, and express their own viewpoints without hostility. This emotionally balanced approach creates a foundation for resolving differences collaboratively rather than competitively.

Empirical evidence underscores the impact of EI on conflict outcomes. A 2024 mixed-methods study found a significant positive correlation between employees' EI levels and their self-reported effectiveness in managing interpersonal conflicts at work [11]. In other words, those with higher emotional intelligence felt more confident and skilled in navigating workplace disputes. Importantly, the study identified self-awareness and empathy as key predictors of conflict resolution effectiveness [11]. Self-awareness helps individuals recognize their emotional triggers during a conflict – for example, noticing one's rising frustration – so they can avoid reactive comments that might escalate the situation. Empathy, on the other hand, allows them to see the conflict from the other person's perspective, which facilitates finding common ground or at least mutual respect. Together, these competencies enable what communication experts call *integrative conflict management* – focusing on underlying needs and win-win solutions rather than trading blame or demands.

In practice, an emotionally intelligent approach to conflict might involve using “I” statements (expressing one's feelings without accusing), pausing to cool down

if emotions run high, and genuinely acknowledging the other person's feelings (“I understand why you're upset and I appreciate you telling me...”). By managing their own emotions, individuals prevent the conflict from spiraling. By attending to others' emotions, they de-escalate tension and show respect. This often opens the door to negotiation and problem-solving. Indeed, workplaces that promote EI in their culture often report more civil and solution-focused conflict discussions. Overall, EI-driven communication in conflict situations leads to faster, more amicable resolutions and can even transform conflicts into opportunities for improved processes or relationships.

2.3 EI in workplace collaboration

Collaboration thrives on clear, respectful, and empathetic communication – all areas enhanced by emotional intelligence. In team settings, members must exchange information, coordinate tasks, and support each other under deadlines or stress. Emotional intelligence contributes to a positive communication climate that makes such collaboration possible. Team members high in EI tend to communicate proactively and listen to colleagues' ideas and concerns with an open mind, which helps in building mutual respect. They can also navigate the social dynamics of teamwork, for instance by mediating tensions between others or by encouraging quieter colleagues to contribute. These behaviors stem from core EI competencies: empathy (understanding team members' viewpoints and needs) and social skills (facilitating cooperation and managing interpersonal relations).

Studies have shown that teams composed of emotionally intelligent individuals perform better on various dimensions of teamwork. A recent review of literature on EI and work teams noted that high-EI team members communicate effectively and empathize with one another, allowing them to develop cohesive, supportive relationships [10]. Such teams likely have open channels of communication – they freely share information and constructive feedback – and they exhibit higher trust. Trust is crucial: when team members trust each other, they can debate ideas or point out mistakes without fear, leading to better decision-making and innovation. Emotional intelligence, by fostering empathy and social bonds, helps build this trust. Team members become attuned to how their colleagues feel and can adjust their interactions (for example, providing encouragement to a member who is struggling, or constructively challenging an idea while signaling respect). This emotional

attunement reduces misunderstandings and unspoken frustrations that might otherwise undermine group cohesion.

Furthermore, emotionally intelligent teams handle adversity and change more resiliently. If a project hits an obstacle, EI can facilitate a frank but courteous discussion of the problem, rather than a cycle of blame. Research by organizational psychologists has even linked collective emotional intelligence to tangible performance benefits. In one corporate study, teams with

higher average EI were found to have stronger communication skills and more effective conflict resolution techniques, resulting in superior problem-solving outcomes [12]. Another analysis concluded that emotionally intelligent team norms (like interpersonal understanding and caring support) correlate with higher team effectiveness and productivity [13]. These findings reinforce the idea that EI is not just an individual asset but a collective one: it elevates the quality of interactions that drive team success.

Table 2. Applications of emotional intelligence in workplace communication

Application area	Description	Key EI competencies	Impact on communication
Leadership communication	Leaders use EI to gauge team mood, adapt messages, and provide supportive feedback	Self-awareness, Self-regulation, Empathy	Fosters trust, inspires engagement, and creates a two-way communication climate
Conflict resolution	High-EI individuals approach disputes calmly, using “I” statements and active listening	Self-awareness, Empathy, Social Skills	Reduces escalation of conflicts and enables collaborative problem-solving
Team collaboration	Team members with high EI communicate openly, share feedback, and support one another during challenges	Empathy, Social Skills, Active Listening	Enhances mutual understanding, builds trust, and improves overall team performance

In summary, EI-driven communication enriches workplace collaboration by improving understanding, reducing friction, and building a sense of community within teams. Whether in brainstorming sessions, cross-department projects, or day-to-day cooperation, teams that communicate with emotional intelligence can coordinate more smoothly and achieve better results. This is increasingly important in modern workplaces that emphasize agile teamwork and cross-functional collaboration.

3. Strategies for enhancing EI-driven communication

Given the clear benefits of emotional intelligence for professional communication, organizations are investing in ways to cultivate EI skills among employees and leaders. Enhancing EI-driven communication involves both individual development and supportive

organizational practices. Below are several evidence-based strategies and best practices:

Training and development programs: Formal training is one of the most direct methods to improve emotional intelligence competencies. Recent studies and reviews show that well-designed EI training can measurably increase participants’ emotional skills [13]. For example, in the healthcare sector, interventions that included emotional awareness and communication exercises led to improved verbal communication skills and reduced stress among trainees [13]. Many organizations have adopted specialized programs to develop EI; a notable example is Google’s *Search Inside Yourself* program, a mindfulness-based emotional intelligence course that has been taught to over 50,000 professionals worldwide [14]. Such programs combine techniques like mindfulness meditation (to improve focus and self-awareness) with practical communication labs (to practice empathy and

active listening). Participants often report tangible benefits: one study found that employees who underwent EI training felt more confident and effective in handling workplace conflicts and communications challenges [11]. To maximize impact, training should be ongoing rather than a one-time workshop – incorporating refresher sessions, peer support, or digital tools to reinforce EI habits on the job.

Coaching and feedback: Individual or team coaching can provide personalized development of EI-driven communication skills. Skilled coaches help employees reflect on their emotional responses in difficult conversations and develop strategies for improvement (such as pausing before reacting or asking open-ended questions to understand others). Leaders, in particular, can benefit from coaching that targets communication style and emotional impact. Regular 360-degree feedback in organizations is another mechanism to enhance EI: when colleagues give feedback on behaviors like listening, empathy, or temper control, it raises self-awareness. Over time, this feedback loop encourages professionals to adjust and improve how they communicate. For instance, a manager might learn that her team finds her approach in meetings dismissive; with that awareness, she can work on showing more openness and warmth – effectively increasing her EI in practice. Many companies now include emotional and social competencies in their performance evaluations or competency models, underlining that skills like effective communication and teamwork are core expectations [6]. By institutionalizing feedback on these competencies, organizations signal the importance of EI and support their workforce in developing it.

Practical skill-building exercises: There are specific exercises and activities that individuals and teams can practice to boost emotional intelligence in communication. Mindfulness practices are increasingly popular – activities like mindful breathing or short meditations help employees become more aware of their emotions and reduce reactivity, which in turn leads to calmer, more thoughtful communication. Expanding one's *emotional vocabulary* is another strategy: when people learn to identify and name a range of feelings (beyond just “mad” or “okay”), they can communicate their internal states more precisely and understand others' feelings better. Workshops often include exercises where team members describe their reactions to hypothetical scenarios, building this vocabulary.

Reflective listening techniques are likewise powerful: this involves actively listening to someone and then paraphrasing their message (“What I hear you saying is...”), which not only ensures understanding but also makes the speaker feel heard. Incorporating these techniques into daily interactions can greatly improve communication outcomes. As one study notes, interventions like mindfulness training, practicing emotional labeling, and role-playing challenging conversations are practical methods to enhance emotional intelligence for communication [5]. Organizations can facilitate such practice by scheduling short training segments in team meetings, offering e-learning modules, or even gamifying EI skill practice.

Leadership role modeling and culture: Perhaps the most overarching strategy is to cultivate an organizational culture that values and models emotional intelligence. Leaders and managers set the tone – when they consistently communicate with empathy and respect, it encourages others to do the same. Companies can articulate core values around open communication, inclusivity, and emotional well-being, which reinforce EI principles. Some organizations have implemented peer mentorship programs where experienced managers known for high EI mentor younger employees in soft skills and communication. Additionally, human resources policies can promote EI-driven communication: for example, conflict resolution protocols that emphasize mediation and understanding, or training on diversity and cultural competence (which is closely related to empathy in communication across differences). Notably, hiring and promotion criteria are evolving to include emotional intelligence metrics. Surveys show that over 70% of employers value EQ (emotional quotient) as much as IQ, and many use behavioral interviews or assessments to gauge a candidate's interpersonal skills. By selecting and elevating people who demonstrate strong EI, organizations build a workforce inclined toward effective communication. This strategic emphasis is warranted – studies have found that units led by managers with high emotional intelligence have lower employee turnover and higher team morale, likely because these managers communicate in ways that make employees feel valued and understood [15]. In sum, aligning organizational practices with EI development ensures that improvements in individual skills translate into a sustained, company-wide improvement in communication processes.

Table 3. Strategies for enhancing EI-driven communication in organizations

Strategy	Key activities	Implementation methods	Expected outcomes
Training and development programs	Workshops, mindfulness sessions, communication labs	Formal courses, e-learning modules (e.g., programs like "Search Inside Yourself")	Improved emotional awareness and clearer, more empathetic communication
Coaching and feedback	One-on-one coaching, 360-degree feedback sessions	Regular coaching, peer feedback mechanisms, performance evaluations focused on EI	Enhanced self-regulation and adaptive communication styles
Organizational culture and role modeling	Mentorship programs, role-playing exercises, and team-building initiatives	Leadership role modeling, inter-departmental initiatives, and continuous learning platforms	Creation of an inclusive, supportive communication climate that boosts collaboration

Implementing these strategies has practical implications. Companies that invest in EI training and foster emotionally intelligent communication norms often see improved collaboration, higher employee engagement, and even better client relationships. For example, enhanced empathy and communication skills can lead to better customer service, as employees are more adept at reading customers' emotions and responding appropriately. Moreover, an emotionally intelligent workplace tends to have a healthier climate – one of psychological safety – where people are not afraid to speak up because they trust interactions will remain respectful. Over time, this can fuel innovation and agility, as ideas flow more freely and teams adapt to change without debilitating frictions. Therefore, enhancing EI-driven communication is not just a “nice-to-have” soft skill endeavor, but a strategic initiative for building effective and resilient organizations.

Conclusion

In conclusion, emotional intelligence plays a critical role in ensuring the effectiveness of professional communication processes. It provides the emotional and social skillset that underlies clear information exchange, mutual understanding, and positive working relationships. By drawing on EI competencies – from self-awareness and self-regulation to empathy and social skills – professionals can communicate in ways that transcend mere information transmission, addressing the human factors that often determine whether a message is received as intended. The discussion above highlighted how EI-enriched communication benefits leadership

effectiveness, conflict resolution, and team collaboration. Leaders with high EI create trust through transparent and compassionate communication; employees with high EI handle conflicts constructively, turning potential breakdowns into opportunities for learning; and teams with an emotionally intelligent culture communicate openly and supportively, driving better performance. These findings carry important implications for professional environments: organizations stand to gain substantially by integrating emotional intelligence development into their training, leadership development, and hiring practices. Prioritizing EI means fostering a workforce capable of adept interpersonal communication – a trait that correlates with higher productivity, stronger engagement, and lower turnover.

Looking ahead, there are rich avenues for future research and practical exploration. One area is the impact of emotional intelligence on virtual and cross-cultural communication. As remote work and global teams become the norm, understanding how EI can bridge physical distance and cultural differences in communication is vital. For instance, can EI training help employees interpret the tone of emails or video calls more accurately, reducing miscommunications in virtual settings? Initial observations during the COVID-19 era suggest that leaders who displayed empathy and emotional openness via digital communication were more successful in maintaining team cohesion. Another emerging frontier is the intersection of emotional intelligence and artificial intelligence in communication – such as AI-driven communication tools that can detect

sentiment or prompt users with more empathetic phrasing. How humans interact with and through these technologies while preserving authentic emotional connection is an open question. Research might also explore longitudinal effects of EI development: do improvements in communication from EI training sustain over time and do they tangibly impact organizational metrics like innovation or customer satisfaction?

In an age of rapid change and complexity, the human touch in communication remains paramount. Emotional intelligence equips individuals to bring that human touch – understanding, empathy, and savvy emotional management – into every professional interaction. By continuing to study and apply EI in workplace communication, scholars and practitioners can help organizations build more inclusive, effective, and emotionally healthy communication climates. The evidence so far is compelling: emotional intelligence is not just an individual trait, but a collective asset that can transform how we connect and collaborate at work [5]. Investing in this asset will be key for organizations aiming to thrive through the interpersonal challenges of the modern workplace and beyond.

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