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Introduction to emerging conceptual scholarship section

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Emerging Conceptual Scholarship

Introduction to emerging conceptual scholarship section

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The fields of emotional intelligence and cultural intelligence have attracted lots of research attention in the past 10 years (Earley and Ang, 2003; Salovey and Pizarro, 2003), with greater attention currently being focused on cultural intelligence. Researchers of both types of intelligences have identified qualities that could be seen in both areas. Such qualities included ability to continuously learn from and interpret cues from the environment, effective emotion management and ability to suspend judgment, appropriate expression of emotion and exhibition of suitable cultural behaviors, and other related qualities. Needless to say, there are also some differences. While emotional intelligence is focused on the ability to understand and express one's emotions in a way that is suitable for the occasion and in relation to the emotions of others (Bar-On and Parker, 2000), cultural intelligence is focused on the ability to understand and interact in appropriate ways in different cultural contexts (Earley and Ang, 2003). Of course, embedded within the two constructs are similar threads of ideas, such as developing insight in social situations, management of one's emotions, and expression of appropriate behaviors. Therefore, it is not surprising that Crowne's article in this section of the journal has called attention to the possibility that both emotional intelligence and cultural intelligence may have some common roots in social intelligence – a construct that is built upon the ability to develop insight in social situations, process information in social interactions, and express appropriate behaviors in social interactions with others (Albrecht, 2006).

Crowne first traces the roots of social intelligence and highlights some of its qualities, such as the ability to accomplish interpersonal tasks and to act wisely in relationships. The paper then examines the emergence of emotional intelligence and the acknowledgment by some researchers that emotional intelligence may be related to social intelligence. A few researchers even believe that emotional intelligence could be subsumed under the social intelligence construct. The more recent cultural intelligence construct with its four components – meta-cognition, cognition, motivation, and behavior (Ang *et al.*, 2006) – was examined next in the paper. These components were also compared to qualities in the social intelligence construct. The author compares similarities and differences among the three constructs – social intelligence, emotional intelligence, and cultural intelligence – and then puts forward the argument that both emotional intelligence



and cultural intelligence could be viewed as parts of the more general social intelligence construct. The author has presented one perspective of how the three intelligence constructs could be related

to each other and the resulting model is certainly a good starting point to further the debate on how these constructs could be better defined for greater clarity and understanding in the coming years.

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