

## Public Abstract

First Name: Denise

Middle Name: Marie

Lat Name: Baumann

Degree: EdD

Academic Program: Educational Leadership and Policy Analysis

Adviser's First Name: Cynthia

Adviser's Last Name: MacGregor

Graduation Term: Fall

Graduation Year: 2006

Title: The Relationship Between the Emotional Competence and the Leadership Effectiveness of Hall Directors

It is believed by some that emotional intelligence is a stronger predictor of one's success in life than one's IQ. Emotional intelligence encompasses one's ability to understand his/her own emotions and the emotions of others in addition to responding appropriately to those emotions. In this study, the emotional competence (skills utilized within the concept of emotional intelligence) scores of hall directors were compared with the exemplary leadership practices exhibited by the hall directors. Participants in the study were hall directors (N = 62) who worked in the upper midwest region of the United States in the fall of 2006.

Data analysis included Pearson product-moment correlation and stepwise multiple regression. Significant Pearson correlations were found when comparing the overall emotional competence scores with the overall leadership practices scores. Results of additional Pearson correlations demonstrated the overall emotional competence score was a significant predictor of all five leadership practices (modeling the way, challenging the process, enabling other to act, inspiring a shared vision, and encouraging the heart).

Significant results were found in all stepwise multiple regression analyses listed below. The overall leadership practices score was best predicted by the combination of the emotional competencies relationship management and self-management. Relationship management was the best predictor of inspiring a shared vision and encouraging the heart. Modeling the way and enabling others to act were best predicted when the emotional competencies self-management and social awareness were paired. Finally, when relationship management and self-management were combined, it was the best model to predict challenging the process.