

# Emotional Intelligence Drives Leadership Success And Thriving Teams

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## Introduction

Emotional intelligence (EI) is increasingly recognized as a cornerstone of effective leadership, profoundly influencing various facets of organizational success. Leaders with a high degree of EI demonstrate a superior capacity to comprehend and regulate their own emotional states, while simultaneously discerning and positively influencing the emotions of those around them. This multifaceted ability translates into more astute decision-making, the cultivation of robust team cohesion, and the enhancement of overall communication effectiveness, ultimately driving greater organizational achievements [1]. The adept navigation of complex social landscapes and the deliberate fostering of a constructive work environment are hallmarks of leaders with elevated EI, directly augmenting their potential to inspire, motivate, and effectively guide their teams toward the attainment of strategic objectives [1].

This research specifically investigates how emotional intelligence impacts the leadership effectiveness in nurturing innovative climates within organizations. It is evident that leaders possessing strong EI are significantly more adept at creating environments conducive to creativity and innovation. Their proficiency in managing interpersonal dynamics and delivering feedback, underpinned by a deep understanding of emotions, directly supports the generation and implementation of novel ideas, a critical component for sustained organizational competitiveness [2].

Further exploration delves into the intricate relationship between emotional intelligence, authentic leadership styles, and the crucial metric of employee engagement. Studies suggest a strong correlation: leaders who exhibit high EI are more prone to embodying authentic leadership principles, which, in turn, substantially elevates employee engagement levels. This connection is vital, as engaged employees typically demonstrate higher productivity, greater commitment, and a more profound investment in their roles, all of which are directly influenced by a leader's capacity for emotional connection and trust-building [3].

The role of emotional intelligence in constructing highly effective teams, particularly within demanding project contexts, is also a significant area of inquiry. Research indicates that leaders with strong EI are better equipped to mediate team conflicts, foster a sense of psychological safety, and streamline communication channels – all critical elements for successful project execution. Their ability to perceive and respond to the emotional needs of team members makes them exceptionally adept at managing the inherent pressures and complexities of project work [4].

Moreover, the influence of emotional intelligence on servant leadership and the perception of organizational justice is a notable finding. Leaders with higher EI tend to adopt servant leadership approaches, prioritizing empathy and employee well-

being. This inclination positively affects how organizational justice is perceived, contributing to a fairer and more supportive workplace that enhances employee morale and dedication [5].

The intersection of emotional intelligence and leadership effectiveness in the realm of strategic decision-making is another critical area. Evidence suggests that leaders with well-developed EI are better positioned to manage the cognitive biases and emotional pressures inherent in high-stakes decisions. Their capacity for maintaining composure, considering diverse perspectives, and articulating decisions clearly contributes significantly to sound strategic choices and their effective implementation [6].

Investigating the direct effect of emotional intelligence on job performance, mediated by transformational leadership, reveals a clear pathway. Leaders demonstrating high EI prove to be more effective transformational leaders, adept at inspiring and motivating their subordinates. This enhanced leadership directly contributes to improved individual and team job performance, illustrating a tangible link between emotional competence and concrete organizational outcomes [7].

The mediating role of emotional intelligence between organizational culture and leadership effectiveness is also a subject of study. Findings suggest that a positive and supportive organizational culture empowers leaders to further develop and leverage their emotional intelligence, leading to enhanced leadership effectiveness. This highlights the symbiotic relationship between the surrounding organizational environment and a leader's emotional capabilities [8].

The impact of emotional intelligence on team psychological safety and subsequent performance is a critical consideration, particularly in sectors like healthcare. Leaders possessing higher EI are more successful in cultivating an atmosphere of trust and openness, enabling team members to voice ideas and concerns without fear of reprisal. This psychological safety, nurtured by emotionally intelligent leadership, is a primary determinant of high team performance [9].

Finally, the nexus between emotional intelligence and ethical leadership is a burgeoning area of research. It is proposed that leaders with high EI are more inclined to exhibit ethical behaviors due to a deeper understanding of their actions' impact on others, coupled with greater empathy and self-regulation. This ethical foundation is instrumental in building trust and fostering a responsible organizational culture [10].

## Description

Emotional intelligence (EI) stands as a crucial determinant of effective leadership, enabling leaders to navigate the complexities of human interaction within organi-

zations. Leaders who possess high EI are better equipped to understand and manage their own emotions, as well as to recognize and influence the emotional states of others. This capability directly contributes to enhanced decision-making processes, stronger team unity, improved communication dynamics, and ultimately, greater organizational success. The ability to skillfully manage intricate social interactions and cultivate a positive workplace atmosphere, both hallmarks of high EI, significantly amplifies a leader's capacity to inspire, motivate, and guide their teams toward the achievement of strategic goals [1].

This particular study focuses on the specific ways in which emotional intelligence influences a leader's effectiveness in fostering environments that are conducive to innovation within organizational settings. The research underscores that leaders who exhibit robust emotional intelligence are more proficient at creating a climate where creativity can thrive and flourish. Their aptitude for managing interpersonal relationships effectively and providing constructive feedback, rooted in a deep emotional understanding, directly facilitates the generation and subsequent implementation of new ideas, which is essential for maintaining a competitive edge in the long term [2].

Furthermore, the research delves into the interconnectedness between emotional intelligence, the practice of authentic leadership, and the level of employee engagement observed within organizations. It is argued that leaders who possess a high degree of emotional intelligence are more likely to adopt and consistently display authentic leadership behaviors. This, in turn, has a significant positive impact on employee engagement levels. The importance of engaged employees cannot be overstated, as they typically exhibit higher levels of productivity, demonstrate greater commitment to their work, and are more invested in their roles, all of which are directly influenced by the leader's ability to establish emotional connections and foster a climate of trust [3].

Investigating the critical role of emotional intelligence in the formation of effective teams, particularly in environments characterized by project-based work and inherent challenges, is another key focus. The findings consistently indicate that leaders who demonstrate strong EI are more adept at managing and resolving team conflicts, fostering a sense of psychological safety among team members, and enhancing the flow of communication. These elements are all indispensable for the successful completion of projects. The leader's capacity to accurately perceive and appropriately respond to the emotional needs of their team members renders them exceptionally effective in navigating the inherent pressures and complexities associated with project execution [4].

Additionally, the study explores the influence of emotional intelligence on the adoption of servant leadership styles and the subsequent impact on perceptions of organizational justice. It is observed that leaders with higher levels of EI are more predisposed to embracing servant leadership, a style characterized by a strong emphasis on empathy and a genuine concern for employee well-being. This leadership approach, in turn, positively influences how employees perceive organizational justice, thereby contributing to the creation of a fairer and more supportive work environment that ultimately boosts employee morale and strengthens their commitment [5].

Another significant area of investigation concerns the relationship between emotional intelligence and the effectiveness of strategic decision-making. The research suggests that leaders who have cultivated well-developed emotional intelligence are better equipped to manage the cognitive biases and emotional pressures that often accompany high-stakes decisions. Their ability to maintain emotional equilibrium, thoughtfully consider diverse perspectives, and communicate decisions with clarity is instrumental in making sound strategic choices and ensuring their successful implementation [6].

An examination of the direct effect of emotional intelligence on overall job perfor-

mance, with transformational leadership acting as a mediating factor, reveals a compelling pathway. The findings indicate that leaders who exhibit high EI are more effective transformational leaders, capable of inspiring and motivating their followers to achieve higher levels of performance. This enhanced leadership effectiveness directly translates into improved individual and team job performance, clearly demonstrating the tangible link between a leader's emotional competencies and positive organizational outcomes [7].

Furthermore, the research highlights the mediating role that emotional intelligence plays in the relationship between organizational culture and leadership effectiveness. The results suggest that a positive and supportive organizational culture provides fertile ground for leaders to further develop and effectively utilize their emotional intelligence, which ultimately leads to greater overall leadership effectiveness. This finding underscores the interconnectedness of the organizational environment and a leader's emotional capabilities [8].

The impact of emotional intelligence on the establishment of team psychological safety and its subsequent effect on team performance is a critical aspect explored in this work, particularly within the healthcare sector. It is observed that leaders with higher EI are more successful in creating an environment characterized by trust and openness, where team members feel secure enough to express their ideas and concerns without fear of negative repercussions. This sense of psychological safety, actively fostered by emotionally intelligent leadership, is identified as a key determinant of high team performance [9].

Finally, the study investigates the connection between emotional intelligence and ethical leadership. The core assertion is that leaders who possess high EI are more inclined to demonstrate ethical behaviors. This inclination stems from their enhanced understanding of how their actions affect others, coupled with a greater capacity for empathy and self-regulation. This ethical grounding serves as a fundamental basis for building trust and cultivating a responsible and principled organizational culture [10].

## Conclusion

Emotional intelligence (EI) is vital for effective leadership, impacting decision-making, team cohesion, and organizational success. Leaders with high EI foster innovation, enhance employee engagement, and build strong teams. They are adept at managing conflicts, promoting psychological safety, and improving communication. EI also influences servant and ethical leadership styles, contributing to fairer work environments and trust. Leaders with strong EI are better at strategic decision-making and positively impact job performance through transformational leadership. A supportive organizational culture enhances the development and application of EI in leadership. Ultimately, emotionally intelligent leaders create environments where individuals and teams can thrive, leading to improved overall organizational outcomes.

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## Conflict of Interest

None.

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