

The **NEW** Emotional Intelligence

Creating Meaning through
Affective-Cognitive Integration



“It’s the Meaning that Matters” – Dr. Leigh

The Affective-Cognitive Integration

The **NEW** Emotional Intelligence

The following slides provide a basis for understanding the Affective (emotions) Cognitive (intelligence) Integration (ACI) Model of Emotional Intelligence and developmental training programs based on the ACI Model.



The Affective-Cognitive Integration Model

A man called Tomkins once said,

*“Out of the marriage of reason with affect there
issues clarity with passion. Reason without
affect would be impotent, affect without reason
would be blind”*

(Tomkins, 1962, p. 112).

**The Affective-Cognitive Integration Model
of Emotional Intelligence creates
the marriage of passion with reason**



The following is a presentation on :

Affective-Cognitive Integration (ACI) Model of Emotional Intelligence

The ACI Model of Emotional Intelligence developed by Dr. Leigh Kibby is unique in the world in that it:

- 1. Is based on the affective-cognitive model of psychology that enables emotional intelligence;**
- 2. Is based on the Language-Emotion-Thought model of the psychology of emotions management;**
- 3. Involves ethics and values which is unique to this model of emotional intelligence; and**
- 4. Adopts a developmental approach to emotional intelligence.**



The ACI Model

These slides will cover the following topics:

1. Emotional Intelligence – Models
2. ACI Model of People and “EI Revised”
3. Emotions Research
4. Transforming EI
5. ACI tests and tools



Understanding EI

Emotional Intelligence Models

- MSCEIT – Mayer and Salovey – the original model - 1990, 1995, 2002
- Emotional Intelligence – Daniel Goleman - 1996
- EQi – Bar-On, 1997
- Q-Map – Cooper and Sawaf, 1997
- SUEIT – Palmer and Stough, 2002
- Jordan – WEIP 2002
- ACI Model, The Psychology of Emotions & Emotions Management Skills – expanding the original model by adding ethics and using the L.E.T. psychology of emotions and a developmental approach – Leigh Kibby, 1997; 2000, 2002, 2003 & 2004

EI Tests and Outcomes

The following is a summary of the outcomes achieved using EI Tests re: models listed on the previous page

- MSCEIT – Numerical
- Goleman - Numerical
 - EQi – Numerical
- Q-Map – Numerical and Descriptive (caution to optimal)
 - SUEIT – Numerical
 - Jordan – Numerical
- ACI – Developmental, based on Psychological Mechanisms and “Type Indicator”



Emotional Intelligence

The following describes the outcomes of all the EI tests described previously except the **ACI Model**

Definitions relate to “outcomes” of certain traits or abilities, not the psychological - emotional or intellectual - mechanisms that either enable or create those outcomes



The Need in EI Research

The “Gap” in Emotional Intelligence

The Emotional Intelligence tests and models described on the preceding page fail to :

- present a model of the psychology of emotions management;
- link emotions to purpose, performance and meaning;
- provide a skillset of emotions management competencies consistent with emotions management and emotional intelligence;
- address ideas of ethics and values; and
- a training/ development program that teaches emotions management competencies and builds emotional intelligence.



Transforming Emotional Intelligence using the ACI Model

The ACI Model is based on

.... the integration of affect (emotion) and cognition (intelligence) to produce ethical behaviour.

Thus, ACI facilitates an interaction between emotions and thinking to produce ethical behaviour. This facilitative function, and the importance of ethics, makes the ACI Model unique in the world.



ACI Model

The Process and Ethical Outcome Definition of EI i.e. the ACI Model developed by Leigh Kibby is summarised below.

The ability to **ETHICALLY** manage emotions in order to produce **ETHICAL** behaviour



ACI Model Initiatives

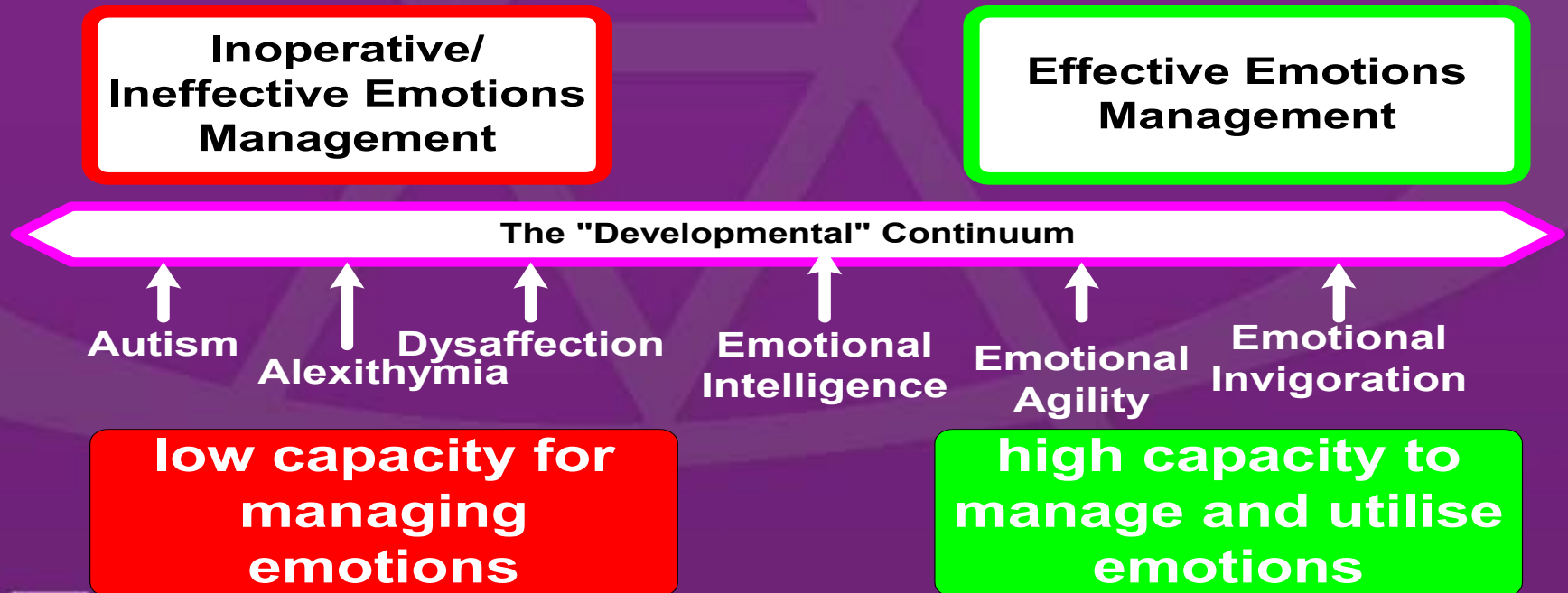
The following is a summary of the new approaches to emotions management and EI that have evolved from the ACI Model. These will be described on the following pages.

- The Emotions Management Continuum
- Training and the Emotions Development Continuum - Developing Emotional Intelligence
- The Affective Hierarchy
- The Psychology of Emotions
- The Affective-Cognitive Model of People



ACI Model

This is a model of the Emotions Management Continuum which was developed as part of the ACI approach



ACI Model

The following depicts how different training and development approaches foster/develop different emotions management competencies. The ACI training approach developed by Leigh Kibby occupies the EI to Charismatic end of the scale.

Low Emotions Management

High Emotions Management

The Training and Emotions Development Continuum

"Drilling"

Lecturing

Instructing

Demonstrating

Modeling

EI

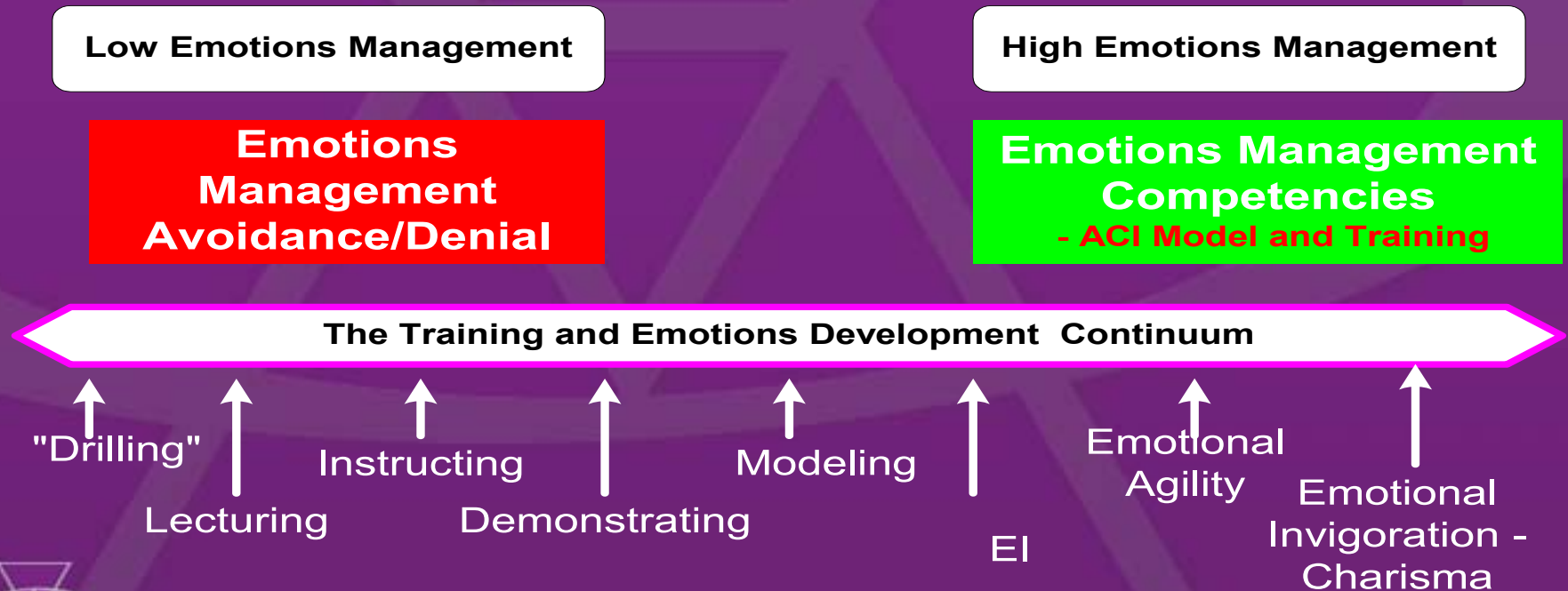
Emotional
Agility

Emotional
Invigoration -
Charisma



Emotions Management and Training

The Training and Emotions Development Continuum with Emotions Management Competencies depicted



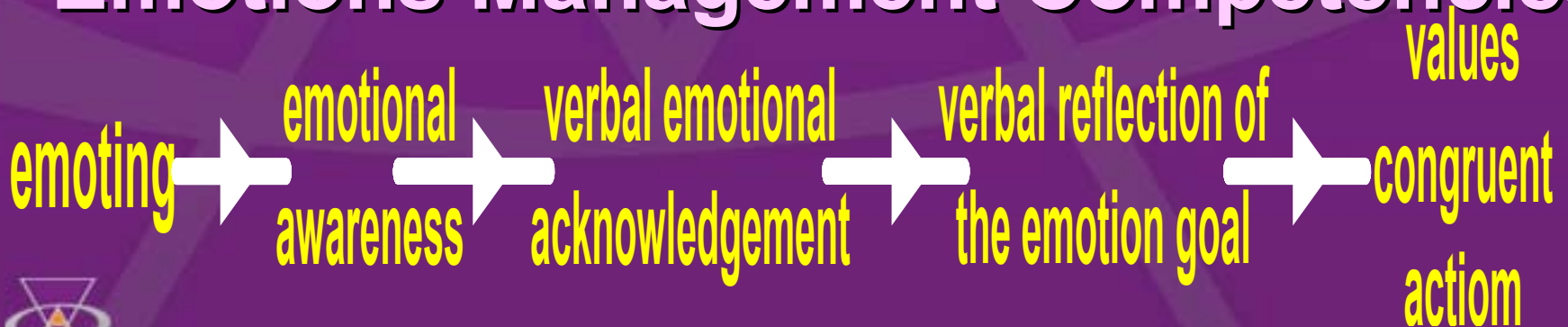
ACI Model - Research

ACI produced the following developmental models which align competencies with the Affective (Emotional Processing) Hierarchy as shown below

The Affective Hierarchy



Emotions Management Competencies

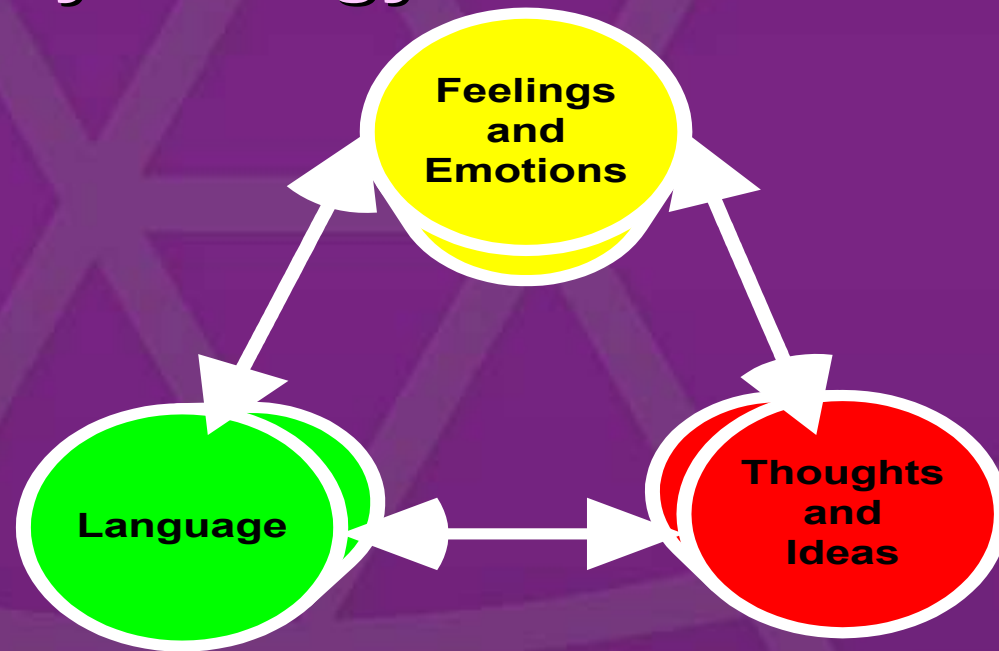


ACI Research

The

L.E.T.

Psychology of Emotions



The **L.E.T.** Model depicts a breakthrough in thinking about emotions management i.e. the connection between emotions, thought and language.



Transforming Emotions into Ethics

The ACI Model

The following depicts how the LET Model used by ACI Enables Emotional Intelligence by transforming emotion into ethical behaviour.

Hence, the 3 Rs of EI produced by ACI

- Emotion = Reflex
- Emotion + Thought = Reaction
- Language + Emotion + Thought = Response
- ACI based actions is LET + Values = Ethical Responses



ACI Model

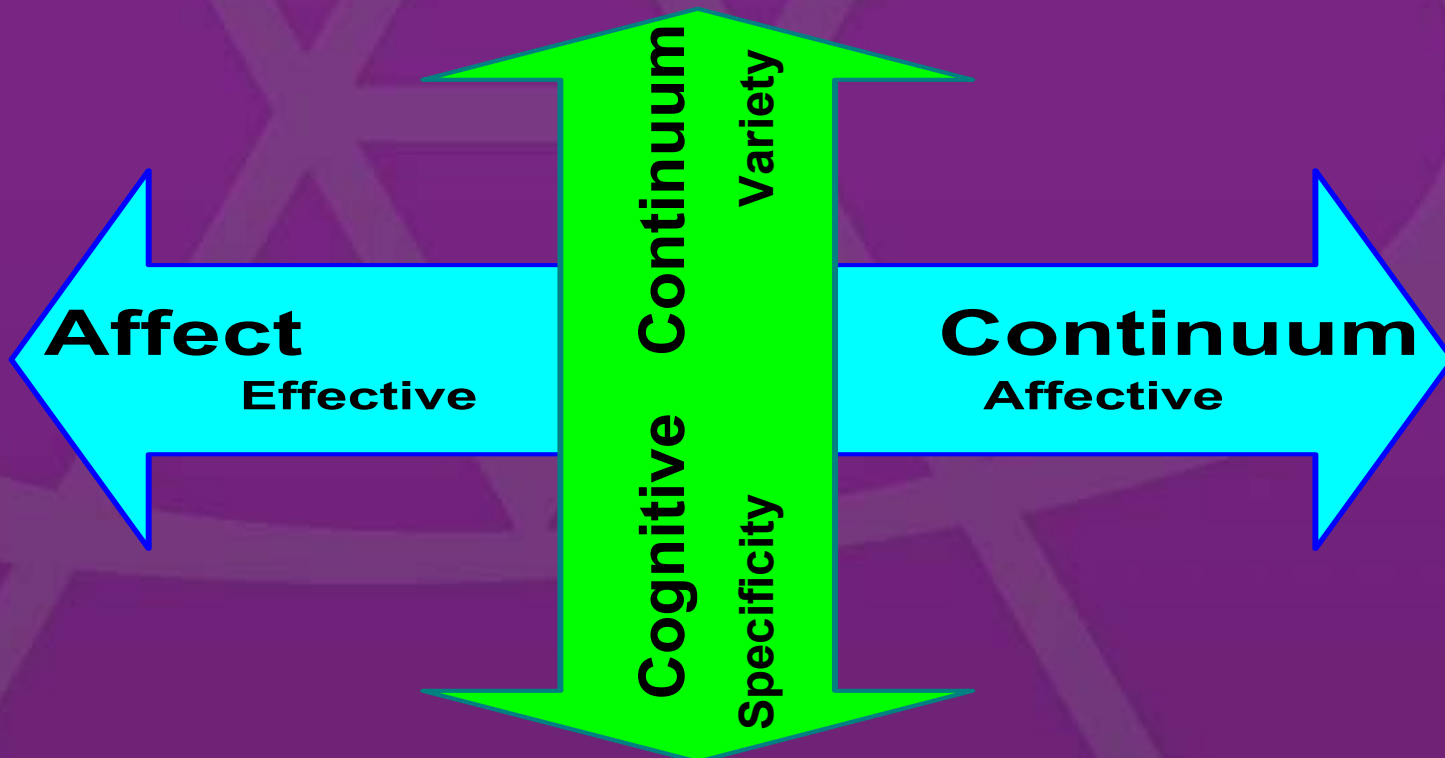
The next few slides depict ACI Tools, Techniques and Uses

- **Affective-Cognitive Integration - Test and EI Types**
- **Developing EI – ACI training and Developed called Noetic Training Programs**
- **Emotions Management Competencies using ACI**



The Affective-Cognitive Integration Test

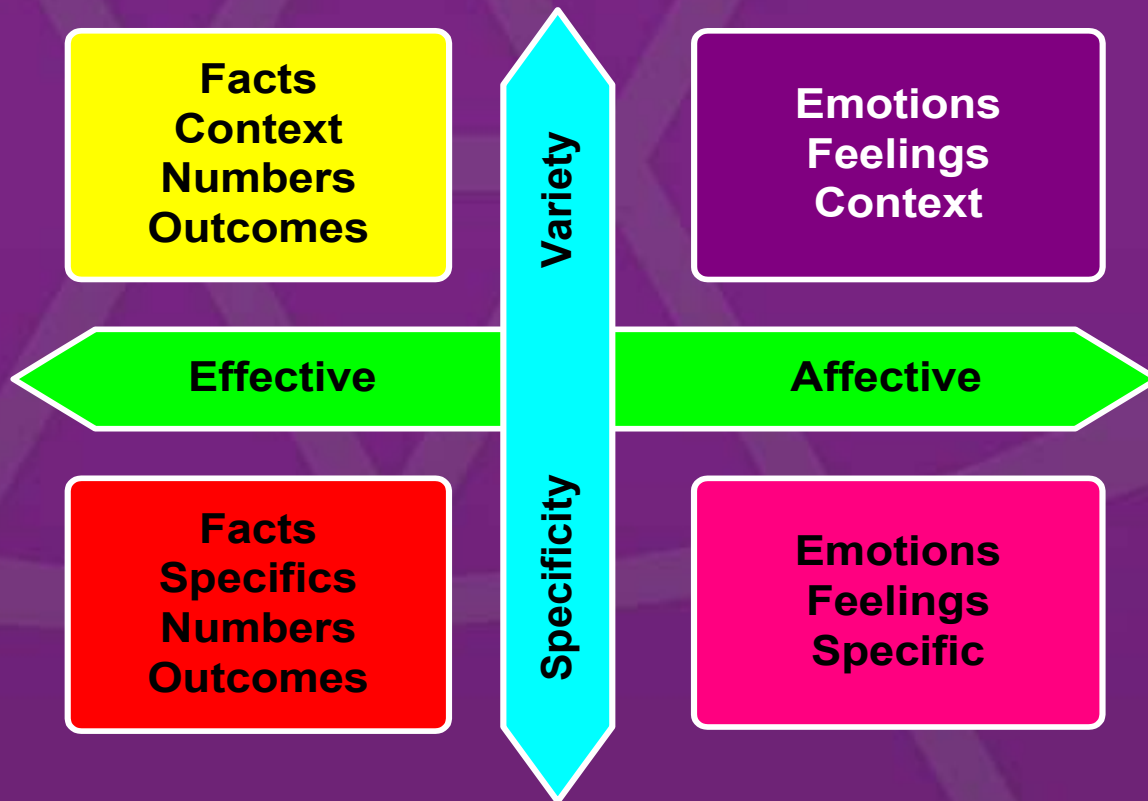
This is a diagrammatical model of the ACI Model depicting the interaction between Affect (Emotion) & Cognition (Intelligence)



Affective-Cognitive Integration Model

The following depicts how the ACI Model can distinguish “types” of responses to emotions. In the ACI approach, a type is neither good nor bad. However, the key to being emotionally intelligent is to have the skills of all the different EI types because different situations call for the use of a different types of interactions with emotions.

Noetic training using the ACI approach teaches skills of the different types of responses to emotions.



The ACI Model and Developing EI

To summarise

The ACI model says that people have different EI propensities which are normal. In this way, it is similar to a Myer-Briggs Type Indicator which helps people understand themselves better. However, ACI is unique in that ACI involves ethics and values and also demonstrates that a person of any propensity can acquire skills for building emotional intelligence. Developmental training based on the ACI Model of emotional intelligence uses Language-Emotion-Thought based techniques combined with ethics and values. Therefore, ACI based training is described as “Noetic” – Noetic meaning ethically fulfilling and uplifting.



ACI Techniques

Core Emotions Management Techniques

Listen, Empathise, Ask, Restate, Note
(LEARN)

Empathic-Reflective-Action Based (ERA)

Emotions, Belief, Behaviour (EBB)

Affect, Perception, Testing (APT)

Emotion, Thought, Action (ETA)

Emotion, Values, Action (EVA)



ACI Techniques

**Core Emotionally Fulfilling and
Invigorating (Charismatic) Techniques**

Attending, Listening, Learning (ALL)

Structural, Emotional, Entire (SEE) Needs

**Clarifying, Listing, Enacting, Assessing,
Results (CLEAR)**

**Personal, Individual, Existential, Communal,
Ethical
(PIECE)**

**Respect, Empathy Attention, LEARN, Needs
Outcomes, Way (REAL NOW)**



ACI Model

For more information on ACI training and development, contact :

Dr. Leigh Kibby

+61 (03) 5222 7578

OR

+ 61 (0) 409lkibby

Email : leigh@kinematic.com.au

