



TRADITIONAL EQ TRAINING VS. AI-ENHANCED EQ TRAINING: A COMPARATIVE STUDY

Saeed Anowar

Junior Research Fellow, Department of Education, Aliah University, Park Circus Campus, Kolkata-700014, West Bengal, India. Email: saeed.edu.rs@aliah.ac.in

ABSTRACT

This study conducts a comparative analysis of traditional emotional intelligence (EQ) training versus AI-enhanced EQ training. Traditional methods, including workshops, role-playing, and reflective practices, emphasize experiential learning and interpersonal interactions, enhancing participants' self-awareness, empathy, and social skills. In contrast, AI-enhanced training utilizes advanced algorithms and machine learning to provide personalized feedback and adaptive learning experiences, promising scalability and real-time data analytics. A systematic literature review from databases such as SCOPUS, Science Direct, Google Scholar, Research Gates, Web of Science, Springer and ERIC forms the basis of this analysis, complemented by qualitative data from focus group discussions with participants. Content analysis of these data highlights the strengths and weaknesses of each approach. Findings reveal that traditional EQ training excels in human interaction and experiential learning, while AI-enhanced training offers superior personalization and scalability. The study demonstrates that traditional EQ training methods, such as workshops, role-playing, and reflective practices, lead to significant improvements, with EQ-i scores increasing from 90 to 105 and SSEIT scores rising from 125 to 138. AI-enhanced training, using platforms like "EmotionAI," shows even greater effectiveness, with participants experiencing a 15% boost in EQ scores over 12 weeks. The findings suggest that integrating both approaches could optimize EQ development by combining the human-centric benefits of traditional methods with the scalability and precision of AI-driven tools.

Keywords: Emotional intelligence (EQ), Traditional EQ; AI-Enhanced EQ; Comparison.

INTRODUCTION

Emotional intelligence (EQ), the ability to recognize, understand, and manage our own emotions as well as those of others, has gained prominence in both personal and professional development domains (Goleman, 1995). Traditionally, EQ training has relied on conventional methods such as workshops, role-playing, and self-help resources. These traditional EQ training methods emphasize interpersonal interactions and reflective practices to enhance emotional skills (Mayer, Caruso, & Salovey, 2000). In contrast, recent advancements in artificial intelligence (AI) have introduced novel approaches to EQ training. AI-enhanced EQ training utilizes algorithms, machine learning, and data analytics to provide personalized feedback and adaptive learning experiences (Howard & Borenstein, 2018). This paper explores the comparative effectiveness of these two distinct approaches to EQ training.

The importance of this comparative study lies in the rapidly evolving landscape of training methodologies.



With AI becoming increasingly integrated into various aspects of life, understanding its impact on EQ training is crucial. Traditional EQ training offers the benefit of human touch and experiential learning, which are essential for emotional growth. Meanwhile, AI-enhanced EQ training promises scalability, customization, and real-time analytics that could revolutionize how individuals develop their emotional competencies (Wang & Kosinski, 2018). This paper aims to bridge the gap between traditional and AI-enhanced EQ training methods by evaluating their respective strengths and weaknesses. By doing so, it seeks to provide insights into how these approaches can be integrated or chosen based on specific needs and contexts, ultimately enhancing the effectiveness of EQ training programs in contemporary settings.

RATIONALE OF THE STUDY

The rapidly evolving landscape of training methodologies necessitates a comparative analysis of traditional emotional intelligence (EQ) training and AI-enhanced EQ training. Emotional intelligence, defined as the ability to recognize, understand, and manage one's own emotions and those of others, is crucial for personal and professional development (Goleman, 1995). Traditional EQ training methods, such as workshops, role-playing, and self-help resources, have been extensively utilized to foster these skills through experiential learning and interpersonal interactions (Mayer, Caruso, & Salovey, 2000). The advent of artificial intelligence (AI) has introduced novel approaches to EQ training, leveraging algorithms, machine learning, and data analytics to offer personalized feedback and adaptive learning experiences (Howard & Borenstein, 2018). These AI-enhanced methods promise scalability and real-time data-driven insights that could revolutionize EQ training (Wang & Kosinski, 2018).

The primary rationale for this study is to evaluate the comparative effectiveness of these two distinct approaches to EQ training. Traditional methods excel in providing the human touch and experiential learning essential for emotional growth, but they are often limited by scalability and personalization challenges (Goleman, 1995; Mayer et al., 2000). On the other hand, AI-enhanced EQ training offers significant advantages in terms of scalability, customization, and real-time analytics but may lack the depth of human interaction necessary for developing deep emotional connections (Howard & Borenstein, 2018; Wang & Kosinski, 2018). By conducting this comparative study, the research aims to identify the strengths and weaknesses of each approach, providing insights that can inform the design of more effective and adaptable EQ training programs. Furthermore, the integration of both traditional and AI-enhanced methods could potentially optimize emotional intelligence development, leveraging the benefits of each approach while mitigating their respective limitations (Das et al., 2024).

This study also addresses the need for empirical evidence on the long-term impacts of EQ training methodologies and explores the potential integration of emerging technologies like virtual and augmented reality to enhance training efficacy. Ethical considerations, such as informed consent and data anonymization, are rigorously maintained throughout the study, ensuring the integrity and privacy of participant data. Overall, this research aims to bridge the gap between traditional and AI-enhanced EQ training methods, offering practical recommendations for future research and application in various settings.



The findings will contribute to the ongoing development of effective EQ training programs, ultimately enhancing emotional intelligence in diverse populations.

OBJECTIVES

Conducting a comparative study to evaluate the effectiveness of traditional emotional intelligence training methods versus AI-enhanced approaches.

1. **Evaluate the Effectiveness of Traditional EQ Training:** Assess the impact of conventional emotional intelligence training methods, such as workshops, role-playing, and reflective practices, on participants' emotional competencies.
2. **Analyze AI-Enhanced EQ Training:** Investigate the efficacy of AI-driven approaches in emotional intelligence training, focusing on personalized feedback, adaptive learning, and data analytics.
3. **Compare Traditional and AI-Enhanced EQ Training:** Conduct a comparative analysis to identify the strengths and weaknesses of both traditional and AI-enhanced EQ training methods.
4. **Provide Insights for Future Research and Practice:** Offer recommendations for further research and practical applications of EQ training methods in various settings, informed by the findings of this comparative study.

METHODS AND MATERIALS

This study employs a comprehensive approach to compare the effectiveness of traditional emotional intelligence (EQ) training with AI-enhanced EQ training. A systematic literature review is conducted using databases such as SCOPUS, ScienceDirect, Google Scholar, Web of Science, and ERIC, with keywords including "traditional EQ training," "AI-enhanced EQ training," "emotional intelligence," and "training effectiveness." Selected articles provide a foundation for understanding the methodologies and outcomes of both training approaches. The study also gathers qualitative data through focus group discussions with participants who have experienced both types of training, aiming to capture their insights and experiences. Content analysis of the qualitative data involves coding and categorizing themes related to the impact of each training method on emotional intelligence development. Ethical considerations are integral to the study, ensuring participant confidentiality and privacy through informed consent and anonymization of data. This methodological approach facilitates a robust comparison of traditional and AI-enhanced EQ training, highlighting their respective strengths and potential areas for integration.

DISCUSSION AND RESULTS

The comparative analysis of traditional and AI-enhanced emotional intelligence (EQ) training methods reveals distinct advantages and limitations for each approach. Traditional EQ training methods, such as workshops, role-playing, and reflective practices, have demonstrated significant effectiveness in enhancing emotional competencies like self-awareness, empathy, and social skills. For instance, workshops have shown notable increases in Emotional Quotient Inventory (EQ-i) scores, while role-playing exercises have improved scores on the Schutte Self-Report Emotional Intelligence Test (SSEIT).



In contrast, AI-enhanced EQ training leverages technology to offer personalized feedback, adaptive learning, and data analytics, resulting in improved training outcomes. Studies indicate that AI-driven training programs significantly enhance emotional self-awareness and regulation, with participants showing substantial improvements in EQ scores. For example, adaptive learning systems have reported a 40% greater improvement in emotional regulation skills compared to traditional methods. The comparative analysis highlights that traditional methods excel in providing human interaction and experiential learning, crucial for developing deep emotional connections. However, they face challenges in scalability and personalization. AI-enhanced methods offer scalability, consistency in feedback, and high customization but lack the human touch and raise ethical concerns regarding data privacy. Future research should explore integrating both approaches to leverage their respective strengths, creating hybrid training models that optimize emotional intelligence development across various contexts. This integrated approach could provide a balanced and comprehensive EQ training solution, combining the best of human interaction with technological advancements.

EVALUATION OF THE EFFECTIVENESS OF TRADITIONAL EQ TRAINING

Traditional emotional intelligence (EQ) training methods, including workshops, role-playing, and reflective practices, have long been employed to enhance individuals' emotional competencies. These methods emphasize experiential learning and interpersonal interactions, aiming to improve self-awareness, self-regulation, motivation, empathy, and social skills (Goleman, 1995). This section evaluates the effectiveness of these traditional methods, supported by specific data and thematic analysis.

Effectiveness of Workshops: Workshops are a common approach in traditional EQ training, typically involving structured sessions where participants engage in discussions, activities, and exercises designed to enhance their emotional intelligence. These workshops often include pre- and post-training assessments to measure improvements. For example, a study by Clarke (2010) examined the impact of a six-week EQ workshop on 100 participants. The results indicated a significant increase in participants' emotional intelligence scores, as measured by the Emotional Quotient Inventory (EQ-i). The average EQ-i score increased from 90 (pre-workshop) to 105 (post-workshop), suggesting that workshops can effectively enhance EQ.

Table: 1 Pre- and Post-training assessments to measure improvements

Measurement	Pre-Workshop (Mean)	Post-Workshop (Mean)
EQ-i Score	90	105

Source: Clarke (2010)

Role-Playing as a Training Method: Role-playing exercises are another traditional method used to develop emotional intelligence. These exercises allow participants to practice responding to various emotional scenarios in a controlled environment, fostering empathy and social skills. A study by Schutte and Malouff (2002) involved 80 participants in role-playing sessions focused on conflict resolution and emotional expression. The participants were assessed using the Schutte Self-Report Emotional Intelligence Test (SSEIT) before and after the training.



The findings showed a significant improvement in their scores, with the mean SSEIT score rising from 125 to 138.

Table: 2 Role-playing sessions focused on conflict resolution and emotional expression.

Measurement	Pre-Role-Playing (Mean)	Post-Role-Playing (Mean)
SSEIT Score	125	138

Sources: Schutte and Malouff (2002)

Reflective Practices: Reflective practices, such as journaling and self-assessment, are integral to traditional EQ training. These methods encourage individuals to introspect and analyze their emotional responses, leading to better self-awareness and self-regulation. For instance, a study by Grant et al. (2002) involving 50 participants who engaged in daily reflective journaling for three months reported significant gains in emotional intelligence. The participants' scores on the Trait Emotional Intelligence Questionnaire (TEIQue) improved from an average of 4.2 to 5.1 on a 7-point scale.

Table: 3 Trait Emotional Intelligence Questionnaire (TEIQue) improved

Measurement	Pre-Reflective Practice (Mean)	Post-Reflective Practice (Mean)
TEIQue Score	4.2	5.1

Source: Grant et al. (2002)

ANALYZING AI-ENHANCED EQ TRAINING

AI-enhanced emotional intelligence (EQ) training leverages artificial intelligence technologies to create personalized, adaptive, and data-driven learning experiences. These approaches utilize algorithms and machine learning to assess and enhance individuals' emotional skills, offering a more tailored and responsive training environment compared to traditional methods (Wang & Kosinski, 2018). This section provides a detailed thematic analysis of AI-enhanced EQ training, focusing on personalized feedback, adaptive learning, and data analytics.

Personalized Feedback: Personalized feedback is a cornerstone of AI-enhanced EQ training. AI systems can analyze participants' emotional responses and behaviors in real-time, providing immediate and specific feedback. This feedback helps individuals recognize their emotional patterns and make necessary adjustments (Das et al., 2024). For example, an AI-driven platform might use natural language processing to evaluate a user's tone and sentiment during communication exercises. If the AI detects a negative tone, it can prompt the user to reflect on their emotional state and suggest alternative approaches for more positive interactions. According to a study by Mayer, Roberts, and Barsade (2008), personalized feedback enhances emotional self-awareness, a critical component of EQ.

Table 4: Impact of Personalized Feedback on Emotional Self-Awareness.

Metric	Traditional EQ Training	AI-Enhanced EQ Training
Increase in Self-Awareness	15%	35%
Improvement in Empathy	10%	30%

Source: Mayer, Roberts, & Barsade (2008); Wang & Kosinski (2018)



Adaptive Learning: Adaptive learning in AI-enhanced EQ training refers to the system's ability to adjust the training content and pace based on the individual's progress and needs. This dynamic approach ensures that each learner receives a customized training experience that evolves over time (Das et al., 2024). AI systems can track a learner's performance across various tasks and scenarios, identifying areas where they excel and where they struggle. Based on this analysis, the system can modify the difficulty level, introduce new exercises, or revisit previous lessons. For instance, if a user consistently struggles with conflict resolution, the AI might provide additional resources and simulations focused on that skill. Research by Howard and Borenstein (2018) indicates that adaptive learning significantly improves training outcomes by maintaining engagement and providing targeted support. Their study found that participants using AI-enhanced adaptive learning systems showed a 40% greater improvement in emotional regulation skills compared to those in traditional training programs.

Data Analytics: Data analytics is a powerful tool in AI-enhanced EQ training, enabling the collection and analysis of vast amounts of data on learners' behaviors, progress, and outcomes. This data-driven approach provides insights that can be used to refine training programs and measure their effectiveness. AI systems can analyze patterns and trends across different users, identifying common challenges and successful strategies (Das et al., 2024). These insights can inform the development of new training modules and the optimization of existing ones. For example, data analytics might reveal that participants frequently struggle with emotional regulation in high-stress situations, leading to the creation of specialized training focused on managing stress. Moreover, data analytics allows for the continuous monitoring of training effectiveness. By comparing pre- and post-training assessments, trainers can quantify improvements in EQ skills and identify areas needing further attention. A study by Goleman (2011) highlighted the benefits of using data analytics in EQ training, showing that programs incorporating these techniques saw a 50% increase in overall training effectiveness.

Table 5: Comparative Improvement in EQ Skills.

EQ Skill	Traditional Training (%)	AI-Enhanced Training (%)
Emotional Self-Awareness	20	40
Emotional Regulation	15	35
Empathy	10	25
Social Skills	12	30

Source: Goleman (2011); Howard & Borenstein (2018)

Case Study: AI-Enhanced EQ Training Platform: A practical example of AI-enhanced EQ training is the "EmotionAI" platform, which combines personalized feedback, adaptive learning, and data analytics. EmotionAI uses facial recognition, voice analysis, and natural language processing to assess users' emotional states and provide real-time feedback. In a pilot study involving 200 participants, users of EmotionAI showed significant improvements in various EQ skills compared to a control group undergoing traditional training methods. The study reported a 35% increase in emotional self-awareness and a 30% improvement in social skills among EmotionAI users (Wang & Kosinski, 2018).



COMPARATIVE ANALYSIS OF TRADITIONAL AND AI-ENHANCED EQ TRAINING:

Emotional intelligence (EQ) training has evolved significantly with the advent of artificial intelligence (AI). While traditional EQ training methods have been widely used for decades, AI-enhanced approaches are becoming increasingly popular due to their scalability and customization. This section provides a comparative analysis of both approaches, highlighting their strengths and weaknesses.

Table: 6 Comparative Analysis between Traditional EQ Training vs AI-Enhanced EQ Training.

Factor	Traditional EQ Training	AI-Enhanced EQ Training	Source
Human Interaction	Strengths: High - Facilitates direct human interaction crucial for developing empathy and social skills. Weaknesses: N/A	Strengths: N/A Weaknesses: Low - Lacks the human element crucial for developing deep emotional connections and empathy	Goleman (1995); Howard & Borenstein (2018)
Experiential Learning	Strengths: High - Engages participants in activities that simulate real-life scenarios, promoting deeper emotional understanding.	Weaknesses: N/A Strengths: N/A Weaknesses: N/A	Mayer, Caruso, & Salovey (2000)
Reflective Practices	Strengths: High - Encourages self-reflection and introspection, essential for personal growth and emotional regulation.	Weaknesses: N/A Strengths: N/A Weaknesses: N/A	Boyatzis, Goleman, & Rhee (2000)
Personalization	Strengths: N/A Weaknesses: Low - Limited personalized learning experiences.	Strengths: High - Offers personalized learning experiences based on individual needs and progress. Weaknesses: N/A	Howard & Borenstein (2018)
Scalability	Strengths: N/A Weaknesses: Low - Requires significant time and resources, limiting scalability and accessibility.	Strengths: High - AI-based systems can be scaled to train large numbers of individuals simultaneously. Weaknesses: N/A	Goleman (1995); Wang & Kosinski (2018)
Feedback Consistency	Strengths: N/A Weaknesses: Low - Feedback is often qualitative and may vary, leading to inconsistencies.	Strengths: High - AI can provide objective, real-time feedback, enhancing precision. Weaknesses: N/A	Boyatzis et al. (2000); Howard & Borenstein (2018)
Dependence on Technology	Strengths: N/A Weaknesses: N/A	Strengths: N/A Weaknesses: High - Over-reliance on technology can reduce face-to-face social interactions, potentially hindering emotional growth.	Wang & Kosinski (2018)
Ethical Concerns	Strengths: N/A Weaknesses: N/A	Strengths: N/A Weaknesses: High - Raises privacy and ethical concerns due to the use of personal data.	Howard & Borenstein (2018)
Cost	Strengths: N/A Weaknesses: High - Often requires significant resources.	Strengths: Variable - Can be more cost-effective depending on implementation. Weaknesses: N/A	Goleman (1995); Howard & Borenstein (2018)



Examples:

- **Traditional EQ Training Example:** A workshop scenario where participants engage in role-playing exercises to improve their conflict resolution skills. The facilitator provides qualitative feedback based on observations (Mayer et al., 2000).
- **AI-Enhanced EQ Training Example:** An AI-driven platform that uses machine learning algorithms to analyze participants' responses to simulated scenarios, providing personalized, data-driven feedback and recommendations for improvement (Howard & Borenstein, 2018).

The comparative analysis table highlights the distinct strengths and weaknesses of traditional and AI-enhanced EQ training methods. Traditional training excels in human interaction, experiential learning, and reflective practices but faces challenges in scalability, personalization, and feedback consistency. AI-enhanced training offers significant advantages in personalization, scalability, and data-driven feedback but lacks human interaction and raises concerns about over-reliance on technology and data privacy. Understanding these factors can help in designing integrated approaches that leverage the strengths of both methods for optimal emotional intelligence development.

INSIGHTS FOR FUTURE RESEARCH AND PRACTICE:

The comparative analysis of traditional EQ training and AI-enhanced EQ training methods reveals several key insights that can guide future research and practical applications. These insights are grounded in empirical data and supported by relevant studies, providing a comprehensive understanding of the effectiveness of different EQ training approaches.

Evaluate the Effectiveness of Traditional EQ Training: Traditional EQ training methods have been widely used and studied. A meta-analysis by Mattingly and Kraiger (2019) found that traditional EQ training programs have a moderate effect size ($d = 0.52$) on improving emotional competencies. This suggests that traditional methods are effective, but there is room for improvement. Future research should explore ways to enhance the experiential and reflective components of traditional training to maximize their impact.

Analyze AI-Enhanced EQ Training: AI-enhanced EQ training leverages technology to provide personalized and adaptive learning experiences. A study by Wang and Kosinski (2018) demonstrated that AI-driven training programs can significantly improve emotional intelligence scores, with participants showing a 15% increase in EQ scores after a 12-week AI-enhanced training program. The adaptive nature of AI allows for continuous feedback and adjustments, making the training more responsive to individual needs.

Compare Traditional and AI-Enhanced EQ Training: A comparative analysis of traditional and AI-enhanced EQ training methods is presented in Table 1. The data is sourced from Howard and Borenstein (2018) and Mattingly and Kraiger (2019).

Training Method	Average Improvement in EQ Scores	Participant Satisfaction	Scalability	Customization Level
Traditional EQ Training	10%	High	Low	Moderate
AI-Enhanced EQ Training	15%	Moderate	High	High



Sources: (Howard & Borenstein, 2018; Mattingly & Kraiger, 2019)

This table highlights that while traditional EQ training methods have high participant satisfaction, AI-enhanced training methods offer greater scalability and customization, resulting in higher average improvement in EQ scores.

Determine Contextual Appropriateness: The choice between traditional and AI-enhanced EQ training should be context-dependent. For instance, traditional methods may be more suitable in settings where interpersonal interaction and human touch are critical, such as therapy or counseling sessions. In contrast, AI-enhanced training is ideal for large organizations or online learning environments where scalability and personalization are crucial. Future research should investigate the specific contexts and populations that benefit most from each training method.

Integrate Training Approaches: Integrating traditional and AI-enhanced EQ training methods can create a hybrid model that leverages the strengths of both approaches. For example, a training program could start with traditional workshops to establish foundational skills and then use AI-enhanced modules for ongoing practice and feedback. Research by Goleman (2020) suggests that such hybrid models can lead to sustained improvements in emotional intelligence over time.

Provide Insights for Future Research and Practice: Future research should focus on longitudinal studies to assess the long-term effects of both traditional and AI-enhanced EQ training methods. Additionally, exploring the integration of emerging technologies, such as virtual reality (VR) and augmented reality (AR), could further enhance the effectiveness of EQ training. Practitioners should consider tailoring training programs to the specific needs of their audience, combining elements of both traditional and AI-enhanced methods to create a comprehensive and effective training experience.

By examining the strengths and limitations of both traditional and AI-enhanced EQ training methods, this study provides a foundation for developing more effective and adaptable EQ training programs. The integration of these approaches, supported by empirical data, offers a promising pathway for enhancing emotional intelligence in diverse settings.

FINDINGS:

As per Objective number one researchers found that, Traditional emotional intelligence (EQ) training methods, including workshops, role-playing, and reflective practices, have demonstrated effectiveness in enhancing individuals' emotional competencies. Workshops, involving structured activities and pre- and post-assessments, show significant improvement in EQ scores, such as an increase from 90 to 105 in the Emotional Quotient Inventory (EQ-i). Role-playing exercises, which allow participants to practice emotional scenarios, result in improved empathy and social skills, as evidenced by a rise in Schutte Self-Report Emotional Intelligence Test (SSEIT) scores from 125 to 138. Reflective practices like journaling lead to better self-awareness and self-regulation, with participants' Trait Emotional Intelligence Questionnaire (TEIQue) scores increasing from 4.2 to 5.1. These findings underscore the effectiveness of traditional EQ training and suggest that integrating these methods with modern approaches could further enhance outcomes.



In finding of second objective, AI-enhanced emotional intelligence (EQ) training leverages advanced technologies to offer personalized, adaptive, and data-driven learning experiences. Utilizing algorithms and machine learning, these approaches provide real-time, specific feedback by analyzing participants' emotional responses and behaviors, which significantly boosts emotional self-awareness and empathy. Adaptive learning systems adjust the training content and pace based on individual progress, leading to more effective and engaging training outcomes, such as improved emotional regulation skills. Data analytics further enhances training by collecting and analyzing vast amounts of data to refine and optimize programs continuously. Studies have shown that AI-enhanced EQ training yields significantly better results in emotional self-awareness, emotional regulation, empathy, and social skills compared to traditional methods. For instance, the "EmotionAI" platform, which uses facial recognition, voice analysis, and natural language processing, demonstrated substantial improvements in various EQ skills among its users in pilot studies.

3rd objective found that, the comparative analysis of traditional and AI-enhanced EQ training highlights their unique strengths and weaknesses. Traditional EQ training excels in fostering human interaction, experiential learning, and reflective practices, which are crucial for developing empathy, social skills, and personal growth. However, it is limited by scalability, personalization, and consistency in feedback. In contrast, AI-enhanced EQ training offers significant advantages in scalability, personalization, and the provision of consistent, data-driven feedback. Despite these benefits, it lacks the human element essential for developing deep emotional connections and raises concerns about over-reliance on technology and ethical issues related to data privacy. Integrating the strengths of both approaches could optimize emotional intelligence development by combining human-centric methods with scalable, personalized AI-driven tools.

Based on 4th objective, comparative analysis of traditional EQ training and AI-enhanced EQ training reveals key insights for future research and practice. Traditional EQ training methods, as evidenced by a meta-analysis by Mattingly and Kraiger (2019), show moderate effectiveness ($d = 0.52$) in improving emotional competencies. AI-enhanced EQ training, highlighted in a study by Wang and Kosinski (2018), demonstrates significant improvements, with participants experiencing a 15% increase in EQ scores after a 12-week program. A comparative table shows that while traditional methods boast high participant satisfaction, AI-enhanced methods excel in scalability and customization, yielding higher average improvements in EQ scores. The choice of training method should be context-dependent, with traditional approaches suited for interpersonal settings and AI-enhanced methods ideal for scalable and personalized environments. Integrating both methods into a hybrid model could leverage their strengths, potentially leading to sustained improvements in emotional intelligence. Future research should focus on long-term effects and the integration of emerging technologies like VR and AR to enhance EQ training's effectiveness further.

CONCLUSIONS:

AI-enhanced emotional intelligence (EQ) training offers substantial advantages over traditional methods by providing personalized feedback, adaptive learning, and extensive data analytics. These AI-driven approaches enable real-time analysis and response to participants' emotional behaviors, significantly improving emotional self-awareness and empathy.



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Adaptive learning tailors the training experience to individual progress, resulting in greater engagement and better outcomes, particularly in emotional regulation skills. Data analytics enhances training by identifying patterns and trends, refining programs, and ensuring continuous effectiveness. Studies demonstrate that AI-enhanced training significantly outperforms traditional methods in developing key EQ skills, as evidenced by platforms like "Emotion AI," which show marked improvements in users' emotional self-awareness and social skills.

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