This study examined the relationships among analytical, practical and emotional intelligence and five dimensions of managerial behavior. Two sets of hypotheses were tested: one set examined the relationship of each of the three types of intelligence with each of the behavioural dimensions; the second set examined the unique contribution of each type of intelligence to the prediction of each dimension. Twenty-three one-day assessment center sessions, including tests and simulation exercises, were administered to 163 top managers in Poland. The behavioral dimensions of Leadership, Initiative, Goal Orientation, Change Orientation, and Employee Development were related to analytical intelligence and practical intelligence, but not to emotional intelligence. These findings make unique contributions to understanding the relationships of types of intelligence and managerial behavioural dimensions.

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Anna is an expert in Human Resource Management. As practitioner, she has 18 years’ experience in work and cooperation with varied companies. She has worked in managerial roles in ORANGE, T.P.S.A. and, as Senior Consultant, conducted consultancy projects in Personnel Management for MAKRO, PKO BP, ABB, TP S.A, Orange, PZU S.A., SONY Poland, NASK, Idea 25, Getin Noble Bank, Skoda, ROCHE, Rzeczpospolita and many others. Anna is also an expert in the diagnosis of managerial competencies, and designs and carries out Assessment and Development Center and career path processes. She is an author of competency tests and varied diagnostic tools for business.

Last publications: