

The objective of this thesis is the relationship between emotional intelligence and individual conflict styles. In the theoretical part of the thesis the construct of emotional intelligence is introduced, followed by description of the most significant theoretical conceptions and models of emotional intelligence and by description of various approaches to its measurement. Theoretical debate about the relevance and validity of the construct of emotional intelligence and the main arguments of its proponents as well as of its critics are summarized. In following chapters the theory of conflict styles and its typology as well as ways of its measurement are described. Also the main findings about the group differences in conflict styles are presented. After introduction of these two concepts, emotional intelligence and conflict styles, existing research findings on their relationships are described. In the empirical part of the thesis the relationships between two dimensions of the emotional intelligence, emotional understanding and emotional management, and conflict styles are tested. Obtained results are not unequivocal. While there was not found any significant relationship between emotional understanding and conflict styles, in the case of emotional management analysis revealed negative relationship with the balance of the conflict styles set and negative relationship with the extent of use of the cooperative conflict style.