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10 hours later, feeling unappreciated, frustrated, underutilized, and demeaned I imagined how profoundly her lowered self-esteem af-fected the way she interacted with her children The vision in my mind then fast-forwarded to another day, when she drove home with greater self-esteem—feeling that she had learned a lot, been recog-

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WHAT MAKES A LEADER? 7 90% of the difference in their profiles was attributable to emotional intelligence factors rather than cognitive abilities. Other researchers have confirmed that emotional intelligence not only distinguishes outstanding leaders but can also be linked to strong performance. The findings of the late David McClelland, the

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