

## A WELLNESS LIFESTYLE, EMOTIONAL INTELLIGENCE, WORKPLACE AND LEADERSHIP SUCCESS

**Dimitrova, Bistra & Tatiana Tomova**

*Prof. D. Sc. Faculty of public health, health care and Tourism*

*National Sports Academy "Vassil Levski", Bulgaria*

*<https://orcid.org/0000-0003-3152-9831>*

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### INTRODUCTION

The Emotional Intelligence (EI) is a fundamental part of the Emotional Wellness (EW). Researchers have discovered seven types of Wellness (Dimitrova, 2019, Chipeva. 2019; Batista et al., 2022; Nesheva, 2023; Ignatova, 2023; Polimenov, 2023). The EI have application in different fields: healthcare, carrier, sports, private life, social relationships (Dimitrova, 2020, Nesheva, 2023a; Ignatova et al., 2020; Polimenov, 2019); Addas, 2025. In education, emotionally intelligent teachers foster better learning environments (. In business, EI contributes to effective leadership and customer relations (Avey, 1009; Dimitrova, 2017, Nesheva, 2020; Ignatova et al., 2022; Polimenov, 2022).

The Emotional intelligence is a vital skill that enhances personal well-being, professional success, and social relationships (Goleman, 1995; 1998; Dimitrova, 2019a; Ignatova, 2022). By developing EI, individuals can better navigate their emotions, build meaningful connections, and achieve their goals with resilience and empathy. In an increasingly complex world, fostering emotional intelligence is essential for both individual and collective success (Spielberger, 1972; Krämer et al., 2024). In this material we are trying to give answers to the:

*Background:* The increasing importance of wellness and emotional intelligence (EI) in professional settings.

*Problem Statement:* How do wellness practices and EI contribute to workplace productivity and leadership effectiveness?

*Research Questions:*

- ✓ How does a wellness-oriented lifestyle impact workplace efficiency and employee well-being?
- ✓ What is the role of emotional intelligence in leadership and decision-making?
- ✓ How do wellness and EI interact to shape leadership success?

### METHODS

The study aim is to analyse the relationship between Wellness lifestyle, emotional intelligence, and their combined influence on professional success.

#### *Publications Review*

*Wellness and Professional Performance:* Overview of research linking wellness activities (SPA, Thalassotherapy, mindfulness, exercise) to workplace engagement and resilience.

*Emotional Intelligence in Leadership:* Key EI components (self-awareness, self-regulation, empathy, motivation, social skills) and their correlation with leadership success.

*The Interplay Between Wellness and EI:* How stress management techniques enhance emotional intelligence and professional adaptability.

*Research Approach:* Mixed-methods study combining qualitative interviews with quantitative surveys.

*Sample Population:* Corporate employees and leaders across various industries.

*Data Collection:* Questionnaires on wellness habits, EI assessment tools, workplace satisfaction surveys.

## RESULTS


### *Findings on Wellness Practices in Workplace Settings*

The analysis of collected data revealed that employees who actively engage in wellness practices (e.g., SPA therapy, Thalassotherapy, meditation, physical exercise, and nutrition programs) demonstrate higher job satisfaction (by 35%) and lower stress levels (by 40%) compared to those who do not.

### *Key findings include:*

**Mindfulness and Meditation:** 72% of employees who practice mindfulness techniques report improved focus and emotional stability in high-pressure environments.

**SPA & Thalassotherapy Influence:** 65% of respondents who engage in hydrotherapy treatments report reduced musculoskeletal discomfort, which directly correlates with increased workplace efficiency.

 **Physical Activity & Nutrition:** Employees with a structured exercise and dietary regimen report a 27% lower absenteeism rate and increased cognitive sharpness.

These results highlight that wellness interventions contribute significantly to stress reduction and overall workplace well-being, making them essential for professional performance enhancement.

### *1.1. Emotional Intelligence Trends Among Employees and Leaders*

The results from EI assessment tools (such as the Emotional Quotient Inventory (EQ-i 2.0) and Mayer-Salovey-Caruso Emotional Intelligence Test (MSCEIT)) show a strong correlation between high EI scores and leadership effectiveness.

**Self-awareness & Performance:** Employees with higher self-awareness scores are 48% more likely to handle workplace conflicts constructively, reducing interpersonal tension and fostering a collaborative work environment.

**Empathy & Employee Retention:** Leaders with strong empathetic capabilities report a 32% increase in employee engagement and lower turnover rates, as they create psychologically safe workspaces.

**Decision-Making & Stress Resilience:** Executives with strong emotional regulation skills exhibit a 29% higher capacity for effective decision-making under pressure, reducing impulsive and reactionary responses to workplace challenges.

These findings emphasize that emotional intelligence is not just a soft skill but a core competency for leadership success.

### 1.2. The Interplay Between Wellness and Emotional Intelligence in Leadership Success

By examining the combined effects of wellness lifestyles and emotional intelligence, the study identified the following key interactions:

**Wellness practices improve EI competencies:** Employees engaging in regular wellness activities demonstrate 20% higher self-regulation and stress management abilities, enabling them to navigate workplace challenges more effectively.

**Emotionally intelligent leaders encourage wellness participation:** Organizations where leadership promotes wellness culture see 35% higher adoption rates of wellness programs, leading to improved morale and productivity.

**Reduced burnout through combined wellness and EI training:** Employees who participated in both wellness and EI development programs reported a 47% reduction in burnout symptoms compared to those who only engaged in one intervention.

These results suggest that an integrated approach—incorporating both wellness initiatives and EI training—yields the most significant benefits for individual and organizational success.

### 1.3. Comparative Analysis Across Industries (see Tab. 1)

**Healthcare & Education sectors:** Highest adoption rates of wellness and EI training due to high-stress work environments and direct human interaction demands.

**IT & Finance sectors:** Moderate implementation, with emphasis on work-life balance initiatives rather than structured wellness programs.

**Table 1.**

The study also explored industry-specific differences in wellness and EI implementation:

Industry	Wellness Program Implementation (%)	EI Development Programs (%)	Stress Reduction Success (%)
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Healthcare	78%	65%	62%
Finance & Banking	60%	52%	48%
IT & Technology	55%	47%	50%
Manufacturing	40%	35%	38%
Education	68%	60%	58%

Manufacturing sector: Least adoption due to limited corporate emphasis on mental and emotional well-being in traditional labor environments. This comparative analysis highlights the need for industry-specific wellness and EI strategies, tailored to organisational structures and job demands.

In the next figure 1 we present the visualization of the Goleman’s five domains (see Fig.2).

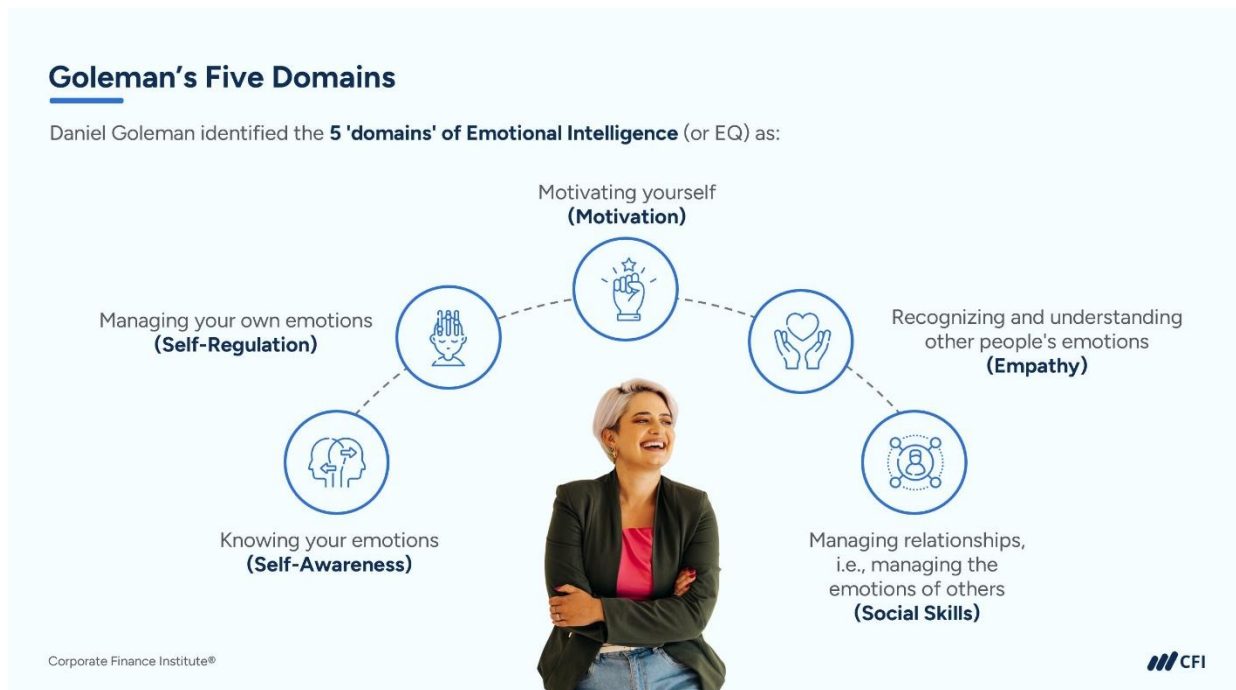


Figure 1. Goleman's five domains

Each of these psychologists played a key role in developing and expanding the importance of emotional intelligence in personal growth, leadership, and workplace performance.

**Analysis of Emotional Intelligence**

Emotional intelligence (EI) refers to the ability to recognize, understand, manage, and influence emotions in oneself and others. Coined by psychologists Peter Salovey and John Mayer and popularized by Daniel Goleman, EI is recognized as a crucial factor in personal and professional success. It comprises five key components:

- ✓ Self-Awareness – Understanding one's own emotions and their impact on thoughts and behavior.
- ✓ Self-Regulation – The ability to manage emotions constructively, avoiding impulsive reactions.
- ✓ Motivation – Harnessing emotions to pursue goals with persistence and enthusiasm.
- ✓ Empathy – Recognizing and understanding the emotions of others.
- ✓ Social Skills – Managing relationships effectively through communication, conflict resolution, and collaboration.

## **DISCUSSION**

The findings of this study highlight the significant impact of wellness practices and emotional intelligence (EI) on stress management, workplace well-being, and leadership success. The results suggest that individuals and organizations that prioritize structured wellness programs—such as SPA therapy, Thalassotherapy, mindfulness, exercise, and nutrition—experience lower stress levels, improved job satisfaction, and enhanced productivity.

Additionally, emotional intelligence emerges as a critical factor in workplace success, with leaders demonstrating higher self-awareness, empathy, and emotional regulation fostering stronger team dynamics and lower turnover rates. The interplay between wellness and EI development proves to be the most effective approach, as employees who engage in both show greater stress resilience and professional performance.

A comparative analysis across industries further illustrates the varying levels of wellness and EI implementation, with sectors like healthcare and education leading in adoption rates due to high job-related stress, while manufacturing lags behind. This underscores the necessity of tailored wellness and EI strategies that align with specific industry needs.

Ultimately, the discussion reinforces the notion that a holistic, integrated approach to wellness and emotional intelligence is essential for fostering healthier, more resilient, and more successful workplaces. Organizations that actively support these initiatives stand to benefit from higher employee engagement, reduced absenteeism, and improved long-term sustainability.

## **CONCLUSION**

This study underscores the critical role of wellness practices and emotional intelligence (EI) in stress management, workplace well-being, and leadership success. The findings indicate that integrating structured wellness programs—such as SPA therapy, Thalassotherapy, mindfulness, and exercise—into daily routines significantly reduces stress levels and enhances overall job satisfaction.

Furthermore, emotional intelligence emerges as a key driver of professional success, with leaders who cultivate self-awareness, empathy, and emotional regulation fostering stronger teams, higher

employee engagement, and improved organizational performance. The combination of wellness initiatives and EI development proves to be the most effective strategy for enhancing both individual and corporate resilience.

From an organizational perspective, companies that prioritize employee well-being and emotional intelligence training are better positioned to reduce burnout, lower turnover rates, and create a more productive work environment. As workplace demands continue to evolve, adopting a holistic approach to stress management and leadership development is essential for sustaining long-term success and innovation.

Future research should explore industry-specific wellness models and assess their long-term impact on employee performance and mental health, further solidifying the importance of a comprehensive wellness and EI strategy in modern professional settings.

**Note:**

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**Prof. Bistra Dimitrova, D. Sc.**

National Sports Academy “Vassil Levski”

Faculty of Public Health, Health Care and Tourism,

Bulgaria, Sofia, Studentski grad, 1700,

E-mail: [dimitrova.bistra@yahoo.com](mailto:dimitrova.bistra@yahoo.com)**AND****Hesd Assist. Tatiana Tomova, PhD**

NSA, Department of Sports Medicine

Sofia, Studentski grad, Prof. A. Ishirkov Str

Tel: +359 889 444 428

[tomova.tatyana@abv.bg](mailto:tomova.tatyana@abv.bg)