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# Emotional Knowledge

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National University of Political Studies and Public Administration

## Emotional knowledge – context



Source: image by Vlada Karpovich from [Pexels](#)



- The theory of knowledge fields (Bratianu, 2015): rational, emotional and spiritual knowledge
- Emotional knowledge = tacit knowledge created by human emotions and feelings
- Emotional knowledge is created in the cognitive unconscious zone of our brain
- Emotional knowledge is expressed by our body language
- Emotional knowledge = “the feeling of knowing”

### *Emotional knowledge – context*

In the theory of knowledge fields developed by Bratianu (2015), knowledge manifests as rational, emotional and spiritual knowledge.

Emotional knowledge is tacit knowledge created by human emotions and feelings, therefore it is difficult sometimes to express. When positively used, it helps organizational environment by ensuring higher empathy, better communication, diminishes pressure and stress, contributes to managing conflict.

Not all people are aware of the emotional knowledge. Therefore, stimulating employees to discover, understand and use positively their emotional intelligence is helpful for managers and organizations.

Emotional knowledge is “the feeling of knowledge”. It might generate surprise and interest, thus stimulating cognition.

## Emotional knowledge in organisations



Source: Image by 8926 from Pixabay



- Emotional knowledge = crucial in decision-making, especially when uncertainty is high
- Emotional knowledge >>> intuition
- Organizational knowledge dynamics >>> conversion e.g., emotional into rational knowledge

### *Emotional knowledge in organisations*

Emotional knowledge is crucial in decision-making, especially when uncertainty is high.

Emotional knowledge may be perceived as intuition. Even if intuition is spontaneous in many cases, it might help decision making processes, and the acquisition of knowledge. Intuition might be considered a skill that could be trained. It also helps to better understand us and the others.

The organizational knowledge dynamics may lead to conversion between the types of knowledge, e.g. emotional into rational knowledge.

## Emotional knowledge in organisations



Source: image by fauxels studio from [Pexels](#)



- Emotional knowledge >>> interpersonal relationships and communication, teamwork, knowledge sharing;
- Emotional knowledge >>> adaptability, resilience, trust, social integration;
- Emotional knowledge >>> organizational culture;
- Emotional knowledge >>> collaboration and creativity.

### *Emotional knowledge in organizations*

Emotional knowledge plays an important role in establishing and developing interpersonal relationships, as well as ensuring meaningful communication. In turn, these are the bases for collaboration and teamwork. Emotional knowledge facilitates trust, adaptability, and social integration. Thus, emotional knowledge is fundamental for organizational culture.

Furthermore, by supporting collaboration and knowledge sharing, emotional knowledge is an essential element for creativity. Studies have identified this relationship in the case of proactive employees and those interested in personal development. The organizational climate also enforced the connection between emotional knowledge and creativity, thus managers should stimulate this positive context.

## Sources to find out more!

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We recommend you to check these resources for additional information on Emotional Knowledge.



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More about the project:  
[knowmanproject.eu](http://knowmanproject.eu)

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