

Emotional Intelligence, Attachment Style, and Marital Satisfaction among Married Employees

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Abstract. This study explores emotional intelligence and attachment style as determinants of marital satisfaction among married employees at a polytechnic state college in the Bicol Region, specifically in Camarines Sur. A mixed-method research design was utilized to collect both qualitative and quantitative data from the respondents. Using purposive and convenience sampling techniques, 114 married employees were involved. The main data for this study was collected through three standardized questionnaires, with five participants who scored high on the Kansas Marital Satisfaction Scale selected for in-depth interviews. The study revealed that most respondents were females, aged 40-59, married for 1-10 years, regular faculty employees, and belonged to the middle class with a monthly income between Php 43,829 and Php 76,699. The majority of respondents have average emotional intelligence and score high on secure attachment style while being average in anxious and avoidant subscales, with high levels of marital satisfaction. The themes for the study's variables were life skills, relationship perspective, and shared values. Lastly, there is no significant relationship between emotional intelligence and attachment style, implying that these are not good predictors of marital satisfaction for the respondents considered. Given the absence of correlation between emotional intelligence and attachment style in predicting marital satisfaction, therapists and counselors should consider integrating alternative therapeutic interventions that aim to enhance emotional intelligence, foster closer and more secure bonds, and cultivate strong and fulfilling marital relationships. It is also essential to explore the role of contextual variables that could moderate or mediate the relationship between emotional intelligence, attachment styles, and marital satisfaction, such as socioeconomic factors, cultural backgrounds, or specific life circumstances.

Keywords: Emotional intelligence; Attachment style; Marital satisfaction; Life skills; Relationship perspective; Shared values

1.0 Introduction

Marital satisfaction is a primary goal of marriage, serving as an indicator of its success, determining the quality of the couple's relationship, and strengthening the foundation for married life. Many couples strive for a satisfying and long-lasting marriage despite the common belief that no perfect marriage exists. Chehreh et al. (2018) reported various factors that can influence and predict higher levels of marital satisfaction in couples. One of these factors is socioeconomic status, along with education, age, ethnicity, religious beliefs, physical attractiveness, intelligence quotient, and personal values and attitudes. Aside from these factors, the present study aimed to explore other determinants of marital satisfaction, such as emotional intelligence and attachment style.

Emotional intelligence, otherwise known as emotional quotient or EQ, is the ability of oneself to manage and understand his or her own emotion as well as the emotion of others. Because married life inevitably encounters trials, difficulties, feelings of failure, and disappointments, spouses tend to prioritize emotions over wisdom and reasoning. It is for this reason that emotional intelligence plays a crucial role in ensuring marital satisfaction. In a study conducted by Ada and Etele (2020) findings revealed a significant relationship between emotional intelligence and marital satisfaction among married secondary school teachers in the Nigerian state of Anambra. This relates to the present study as it also focuses on married employees of a school, most of whom are teachers.

Aside from emotional intelligence, another determinant of marital satisfaction considered in this study is attachment style. The attachment style of a person is one of the key factors in a marriage. Gonsalves and Hallet (2024) define attachment style as a specific pattern of behavior in and around relationships. According to them, there are four adult attachment styles: secure attachment, anxious attachment, avoidant attachment, and fearful-avoidant (also known as disorganized) attachment. Secure attachment is considered the healthy ideal for relationships. Meanwhile, anxious attachment style is a type of insecure attachment marked by a deep fear of abandonment. People with this style tend to be very insecure about their relationships, often worrying that their partner will leave them, resulting in a hunger for validation. There is also the avoidant attachment style, characterized by a fear of intimacy. People with an avoidant attachment style tend to have trouble establishing closeness or trusting others in relationships because they ultimately do not believe their needs can be met in a relationship. Lastly, the fearful-avoidant attachment style is a combination of both anxious and avoidant attachment styles. People with this style desperately crave affection but also want to avoid it at all costs. Understanding a partner's attachment style can lead to better adjustments and acceptance in marriage, resulting in improved marital satisfaction for both spouses.

As a result, the researcher was motivated to conduct this study to explore emotional intelligence and attachment style as determinants of marital satisfaction among married employees at a polytechnic state college in the Bicol Region, specifically in the province of Camarines Sur. This study could significantly contribute to the existing body of literature by providing empirical data specific to the Bicol Region, filling a gap in research concerning Filipino marriages and the relationship between emotional intelligence and attachment styles. The findings have practical implications for counseling and clinical practice. Understanding how emotional intelligence and attachment style influence marital satisfaction can guide interventions and therapeutic approaches aimed at improving relationship dynamics, enhancing communication patterns, and developing conflict resolution strategies for couples in therapy.

2.0 Methodology

2.1 Research Design

This research employed a mixed methods approach that integrated both quantitative and qualitative techniques for data collection and analysis. According to Schoonenboom and Johnson (2017), as cited by Dawadi (2021), mixed methods research is characterized by the collection of both quantitative and qualitative data, the integration of these two types of data, and the application of distinct designs that may incorporate philosophical assumptions and theoretical frameworks. The researchers adopted a sequential explanatory design, which involves first collecting quantitative data followed by qualitative data.

For the quantitative component, various tests were utilized to analyze the raw scores obtained from the questionnaires. The researchers applied statistical tools including mean and standard deviation, weighted average mean to assess the levels of subscales for each variable, as well as correlation coefficients and one-way ANOVA to explore relationships, statistical implications, and significance between emotional intelligence and attachment style. The qualitative part of this research utilized the phenomenological approach using in-depth interviews among married employees to get responses from the participants. Moreover, employing a phenomenological approach allowed for the voice of the individuals experiencing satisfying and fulfilling marriages. This approach enabled them to articulate and share their stories, offering rich descriptions of their lived experiences. The researcher also transcribed and analyzed the responses to form emerging concepts, sub categories, categories and theme.

2.2 Research Locale

This study was conducted at a state college located in a first-class municipality in the province of Camarines Sur. This state college was established on June 10, 1983 and has a population of more than 14,000 students, 275 administrative employees, and 596 academic employees, mandated primarily to provide higher technological, professional and vocational instruction and training in fisheries, trade and technologies, arts and sciences. The main campus of Camarines Sur Polytechnic Colleges (CSPC) is located in Nabua, Camarines Sur.

2.3 Research Participants

The study's total population comprised 114 married employees, which included 83 individuals from the Academic Division and 31 from the Administrative Division who consented to participate and completed the questionnaire. For the quantitative data collection, respondents were selected using a purposive sampling technique. The inclusion criteria specified that respondents must be married men or women, have been married for at least one year, and be between the ages of 27 and 72. Individuals were excluded from the study if they did not answer at least 10% of the total questions on the questionnaire.

For qualitative data collection, participants were chosen through both purposive sampling and convenience sampling methods. Purposive sampling is a non-probability sampling approach where researchers use their judgment to select members of the population for participation in their surveys, while convenience sampling involves selecting respondents who are readily accessible to the researcher. A total of five participants who scored as extremely satisfied on the Kansas Marital Satisfaction Scale were invited for in-depth interviews until theoretical saturation was achieved; ultimately, these five participants were selected for inclusion in the qualitative analysis (Hennick & Kaizer, 2022).

2.4 Research Instrument

The quantitative part of the study was accomplished through three (3) standardized questionnaires namely the Schutte Self Report Emotional Intelligence Test (SSEIT), the Adult Attachment Scale (AAS) and the Kansas Marital Satisfaction Scale (KMSS) which explore the emotional intelligence, attachment style, and marital satisfaction of the chosen respondents.

Schutte Self Report Emotional Intelligence Test (SSEIT)

The Schutte Self Report Emotional Intelligence Test (SSEIT) is a tool designed to assess general Emotional Intelligence (EI) through four distinct subscales: emotion perception, the utilization of emotions, management of self-relevant emotions, and management of others' emotions. Developed by Salovey and Mayer in 1990, the SSEIT framework aligns closely with the EQ-I model of Emotional Intelligence. This test comprises 33 items where respondents indicate their level of agreement on a scale from 1 (strongly disagree) to 5 (strongly agree). The scores from each sub-test are calculated and summed to produce an overall score for the individual. According to Schutte and her colleagues, the reliability coefficient for this emotional intelligence scale is reported at 0.90.

Revised Adult Attachment Scale (RAAS)

The Revised Adult Attachment Scale (RAAS), created by Collins in 1996, is designed to evaluate individual variations in attachment styles. This scale consists of 18 items divided into three subscales, each containing six items: Close, Depend, and Anxiety. The Close subscale assesses how comfortable an individual is with intimacy and closeness in relationships. The Depend subscale evaluates the degree to which a person feels they can rely on others for support and availability when necessary. The Anxiety subscale measures the level of concern an individual has regarding abandonment or feeling unloved. In a study involving undergraduates (n=173), the reliability of the subscales was confirmed with Cronbach's alpha coefficients of .81 for Close, .78 for Depend, and .85 for Anxiety. The RAAS categorizes adult attachment styles into three types: *Secure*: Characterized by high scores on both Close and Depend subscales, along with a low score on Anxiety. *Anxious*: Defined by a high score on the Anxiety subscale, with moderate scores on both Close and Depend. *Avoidant*: Marked by low scores across all three subscales: Close, Depend, and Anxiety.

Kansas Marital Satisfaction Scale (KMSS)

The Kansas Marital Satisfaction Scale (KMSS) is a three-item tool specifically created to evaluate relationship satisfaction among married couples. The original measure consists of items that focus on an individual's contentment with their spouse, their marriage, and their overall marital relationship. This scale is designed to be quick and straightforward to administer and score, comprising three items that assess marital quality (Schumm, W. R., Nichols, C. W., Schectman, K. L., & Grigsby, C. C. (1983)). Participants respond to each item using a 7-point scale that ranges from 1 (extremely dissatisfied) to 7 (extremely satisfied). With a Cronbach's alpha of 0.95, the KMSS demonstrates strong reliability and validity, having been utilized in numerous studies across diverse populations to measure marital satisfaction.

Conversely, the qualitative part of the study employed a phenomenological approach through in-depth interviews with married employees to gather their responses. This process involved transcribing the recorded interviews and coding the data to gain deeper insights and achieve more accurate research outcomes from the qualitative responses.

2.5 Data Gathering Procedure

This study used specific steps to collect the data from target respondents. First, permission to conduct the study was sought from the institution where married employees are working. Second, before conducting the research proper, the respondents were provided with an informed consent form written in the language that the respondents understand, and were briefed regarding the objectives, content, and methodology of the study. Third, with the respondents' permission, the researcher then conducted the data gathering through the Google form and the link was sent to the respondents for them to access it. Fourth, once all the respondents had answered and completed the research questionnaires, the researcher utilized the Microsoft Excel Spreadsheet for encoding and tallying of data gathered from the responses of the respondents. Following this, all raw scores were compiled, categorized, and organized. Conversely, these scores were subsequently analyzed statistically using relevant statistical tools such as the Statistical Package for the Social Sciences (SPSS v. 28). Lastly, after the data analysis, a total of five (5) participants who scored as extremely satisfied on Kansas Marital Satisfaction Scale were selected for in-depth interviews. This approach enabled the five participants to articulate and share their stories, offering rich descriptions of their lived experiences. Hence, transcriptions of recorded interviews from the participants were made for better insights and precise research outcomes of the qualitative responses and in order to clearly elaborate the extracted data from the participants that came from the follow-up questions.

2.6 Ethical Considerations

The researcher of the study adhered to the guidelines of the Code of Ethics of the Psychological Association of the Philippines (PAP) where several considerations were taken into account to comply with the ethical considerations in conducting research. The researcher involved in the study submitted her manuscript to the Research Ethics Review Committee. As stipulated in Article X, it is required for researchers to provide a consent form that is written in a language comprehensible to the participants, along with obtaining their signatures to indicate their agreement to take part in the study. Before conducting the research proper, the participants were provided with an informed consent form and were briefed regarding the objectives, content, and methodology of the study. The researcher sought permission from the participants to record their responses during the interviews. In this context, the participants' information and responses were treated with the utmost confidentiality. Each participant was asked about their willingness to participate in the study. No one was coerced nor obliged to take part. The research underwent a plagiarism check to ensure that concepts were accurately credited and that the authors received proper acknowledgment.

3.0 Results and Discussion

3.1 Profile of the Respondents

Table 1 indicates the frequency and percentage of the respondents' demographic profile. As to sex, 86 respondents were females and 28 were males with 75.4 % and 24.6 % of the total sample respectively. As to age, 44 respondents are aged between 27-39, 66 are aged 40-59, and 4 are aged 60-72 with 38.6%, 57.9%, and 3.5% of the total sample respectively. As to years of marriage, 44 respondents were 1-10 years married, 37 were 11-20 years, 26 were 21-30 years, 6 were 31-40 years, and 1 is 41-50 years with 38.6%, 32.5%, 22.8%, 5.3%, and 0.9% of the total sample respectively. As to employment status, 84 respondents were regular, 7 were casual, and 23 were contract of service with 73.7%, 6.1%, and 20.2% of the total sample respectively.

Table 1. Frequency and percentage distribution of the respondents' profile, n=114

	Frequency	Percentage %
Sex		
Female	86	75.4
Male	28	24.6
Age		
27-39	44	38.6
40-59	66	57.9
60-72	4	3.5
Years of marriage		
1-10 years	44	38.6
11-20 years	37	32.5
21-30 years	26	22.8
31-40 years	6	5.3
41-50 years	1	0.9
Employment Status		
Regular	84	73.7
Casual	7	
Contract of Service	23	20.2
Position		
College official	19	16.7
Faculty member	71	62.3
Administrative officer	2	1.8
Rank and File	22	19.3
Monthly Family Income		
Php 10,957 below (Poor)	2	1.8
Php 10,958- Php 21,914 (Low income, but not poor)	17	14.9
Php 21,915- Php 43,828 (Lower middle class)	49	43.0
Php 43,829- Php 76,699 (Middle class)	22	19.3
Php 76,700- Php 131,484 (Upper middle income)	18	15.8
Php 131,485 - Php 219,140 (High income, but not rich)	5	4.4
Php 219,141 above (Rich)	1	0.9
Division		
Academic	83	72.8
Administrative	31	27.2

As to position, 19 respondents were college officials, 71 were faculty members, 2 administrative officers, and 22 were rank and file with 16.7%, 62.3%, 1.8%, and 19.3% of the total sample respectively. As to monthly family income, 2 respondents have a family income of Php 10,957 below (poor), 17 were Php 10,958- Php 21,914 (low income, but not poor), 49 were Php 21,915- Php 43,828 (lower middle class), 22 were Php 43,829- Php 76,699 (middle class), 18 were Php 76,700- Php 131,484 (upper middle income), 5 were Php 131,485 - Php 219,140 (high income, but not rich), and 1 is Php 219,141 above (rich) with 1.8%, 14.9%, 43.0%, 19.3%, 15.8%, 4.4%, and 0.9% of the total sample respectively. Lastly, as to division 83 respondents were from academic and 31 from administrative with 72.8% and 27.2% of the total sample respectively.

3.2 Emotional Intelligence

Table 2 depicts the emotional intelligence of the respondents. The data reveals a weighted mean of 133.99 with a standard deviation of 12.52, signifying that respondents exhibit an average emotional intelligence.

Table 2. Respondents' level of emotional intelligence

Subscales	Mean	Standard Deviation	Rank	Verbal Interpretation
Perception of Emotions	43.80	4.78	1	
Managing Own Emotions	20.33	2.39	3	
Managing Others' Emotions	20.47	2.24	5	
Utilizing Emotion	16.85	2.35	4	
Uncategorized	32.54	3.42	2	
Overall	133.9	12.52		Average

Legend: The scores varied between 33 and 165, where higher scores reflect a greater presence of emotional intelligence (EI) characteristics (Schutte et al., 1998). The average EI score is 124; scores that fall below 111 or exceed 137 are deemed unusually low or high (Malouf, 2014).

There are four subscales of emotional intelligence, namely: perception of emotions with a weighted mean of 43.

80 and standard deviation of 4.78; managing ones' own emotions with a weighted mean of 20.33 and standard deviation of 2.39; managing others' emotions with a weighted mean of 20.47 and standard deviation of 2.24; utilizing emotion with a weighted mean of 16.85 and standard deviation of 2.35, and an uncategorized category with a weighted mean of 32.54 and standard deviation 3.42.

Emotional Intelligence refers to the capacity to recognize, assess, and manage one's own emotions as well as those of others. This concept was articulated by Salovey and Mayer in 1990, who emphasized the importance of being able to differentiate between various feelings and emotions and utilizing this understanding to inform one's thoughts and behaviors. EI includes four specific abilities: perceiving, using, understanding, and managing emotions. Salovey and Mayer (1990) believe that EI is made up of four basic components: a) perception, evaluation and expression of emotion; b) emotional facilitation of thinking; c) understanding and analysis of emotions, and application of emotional awareness; and d) responsive regulation of emotion to improve emotional and intellectual growth. According to this definition, the fundamental components of emotional intelligence (EI) encompass perception of emotion in oneself and others and understanding these excitements and management of emotion. Since the respondents demonstrate strong performance in this area, it indicates that they are capable of managing their own emotions as well as those of others. Furthermore, the research conducted by Abiodun et al. (2022) indicated that couples exhibited elevated levels of emotional intelligence alongside high marital satisfaction. The results of the study also demonstrated a positive correlation between emotional intelligence and marital satisfaction.

Table 3. Differences in the respondents' emotional intelligence when grouped according to profile

Variable	Perception of Emotions			Managing Own Emotions			Managing Other's Emotions			Utilizing Emotions			Uncategorized			Overall EI		
	t/F-value	p-value	I	t/F-value	p-value	I	t/F-value	p-value	I	t/F-value	p-value	I	t/F-value	p-value	I	t/F-value	p-value	I
Sex	2.72	0.00	S	1.97	0.05	N	3.58	0.00	S	-0.23	0.81	N	0.20	0.83	N	2.11	0.03	S
Age	0.44	0.64	N	0.22	0.80	N	0.48	0.61	N	1.18	0.30	N	0.09	0.91	N	0.44	0.64	N
Years of marriage	2.68	0.03	S	2.39	0.05	N	2.42	0.05	N	1.35	0.25	N	0.92	0.45	N	2.31	0.06	N
Employment status	2.63	0.07	N	1.76	0.17	N	0.84	0.43	N	2.59	0.07	N	4.61	0.01	S	3.32	0.04	S
Position	1.00	0.39	N	0.19	0.90	N	0.56	0.64	N	1.22	0.30	N	0.19	0.89	N	0.59	0.61	N
Monthly Family Income	2.70	0.01	S	2.19	0.04	N	1.11	0.35	N	0.92	0.48	N	1.90	0.08	N	1.71	0.12	N
Division	-0.35	0.72	N	0.26	0.79	N	-0.21	0.83	N	0.74	0.46	N	0.03	0.97	N	0.07	0.94	N

The differences in the respondents' emotional intelligence can be found in Table 3 which is grouped according to their profile. The findings indicate that among the profiles of the respondents, the only factors that has significant difference in the specific subscales of emotional intelligence are sex, years of marriage, employment status, and monthly family income. According to the research findings, the perception of emotions, managing other's emotion and overall EI has significant difference to the profile variable sex. The significant difference between sex and emotional intelligence (EI) perception of emotions, managing other's emotion and overall EI was supported by the study conducted by Moreira-Choez et al. (2023). This study noted that significant differences in perceived emotional intelligence (PEI) dimensions were evident across sexes, with women generally scoring higher on emotional attention and emotional clarity, while men excelled in emotional repair.

In addition, Jarsaniya (2021) also concluded that women are more capable of recognizing their own emotions as well as the emotions of others than male respondents. Moreover, Zmaczyńska-Witek et al. (2019) explored the relationship between emotional intelligence and marital communication in married couples at different phases of their marriage, with a focus on support, involvement, and depreciation. The study found out that women demonstrated significantly higher emotional intelligence and reported providing more support to their partners

compared to men. Similarly, Suri and Kochhar (2021), showed that in contrast to male participants, women indicated a stronger relationship between emotional intelligence and marital adjustment. In contrast, Mosallanezhad et al. (2023) found that male students tend to possess greater emotional intelligence whereas female students exhibit higher levels of ethical sensitivity.

Čikeš et al. (2018) investigated the role of emotional intelligence (EI), as assessed through tests and self-reports, in explaining both individual and partner evaluations of marital quality. Their findings indicated that the capacity to effectively manage one's own emotions and those of others is a crucial determinant of marital quality, as reported by both partners. Consequently, it is beneficial for society to invest in various factors that influence marital quality, including emotional intelligence. According to the research findings, the perception of emotions has significant difference to the profile variable years of marriage. Emotional intelligence remained high as years of marriage progressed but dyadic adjustment decreased with the increase in years of marriage. This implies that emotional intelligence and years of marriage play a limited role in the dyadic adjustment of married individuals (Zaidi et al., 2022)

According to the research findings, there is a significant difference in uncategorized and overall emotional intelligence (EI) based on employment status. The study by Gómez-Hombrados and Extremera (2023) confirmed a correlation between employment status and both uncategorized and overall EI. It was found that unemployed individuals with higher EI exhibited greater levels of resilient coping. Furthermore, those who were both emotionally intelligent and resilient among the unemployed demonstrated increased job search activities. Petrides et al. (2018) provide a comprehensive overview of how trait emotional intelligence (EI) influences academic performance and related factors across different educational levels, including primary, secondary, and tertiary education. Their review of existing evidence suggests that implementing research-based applications of trait EI theory within educational contexts can lead to significant and enduring benefits for both individual students and educational institutions. The study further concludes that trait EI plays a crucial role in shaping academic behaviors and outcomes. However, it is important to note that the effects of trait EI on academic performance can differ among various studies, indicating variability in its impact. Ada and Etele (2020) investigated the connection between emotional intelligence and marital satisfaction among married teachers in Anambra State. The study's results indicated a significant but low correlation between the emotional intelligence of these teachers and their levels of marital satisfaction.

Consequently, the researchers suggested that counselors involved in marital guidance should encourage married teachers to adopt practices and mindsets that enhance marital satisfaction through regular seminars and counseling sessions. In addition, Prentice et al. (2019) conducted research titled "Emotional Intelligence or Artificial Intelligence - An Employee Perspective," which found that emotional intelligence significantly influences employee retention and performance, more so than artificial emotional intelligence. This conclusion was drawn from their analysis of service employees within the hotel industry. Ahad et al. (2020) carried out research that confirmed the factors associated with emotional intelligence that affect organizational commitment among vocational college instructors in Malaysia. The findings indicated that the emotional intelligence of these teachers plays a crucial role in shaping their commitment to their institutions. The components of emotional intelligence for vocational college teachers are categorized into four areas: self-awareness, self-management, social awareness, and relationship management. Each of these components significantly impacts a teacher's dedication to the organization, demonstrating high loading factors that suggest a strong correlation with emotional intelligence. Furthermore, Darylle Hanna T. Millanes (2018) emphasizes the importance of emotional intelligence and job satisfaction in enhancing teacher effectiveness, which is vital for both teacher development and student welfare. This assertion is particularly relevant to the current study as its participants were also educators.

According to the research findings, there is a significant difference in the perception of emotions when compared using the profile variable of monthly family income. The correlation between monthly family income and the perception of emotions in emotional intelligence was supported by a paper authored by Perween and Imam (2019), which revealed a significant correlation between family income and emotional intelligence. Students from higher-income families tend to exhibit better emotional intelligence compared to their counterparts from lower-income families. Additionally, the study by Pitchaiah Podila (2018) showed that male students with low income and female students with high income generally demonstrate better emotional intelligence.

The findings of the qualitative data support fully the findings of the quantitative data. To illustrate the emergence of the Life Skills Theme, Figure 1 is presented below.

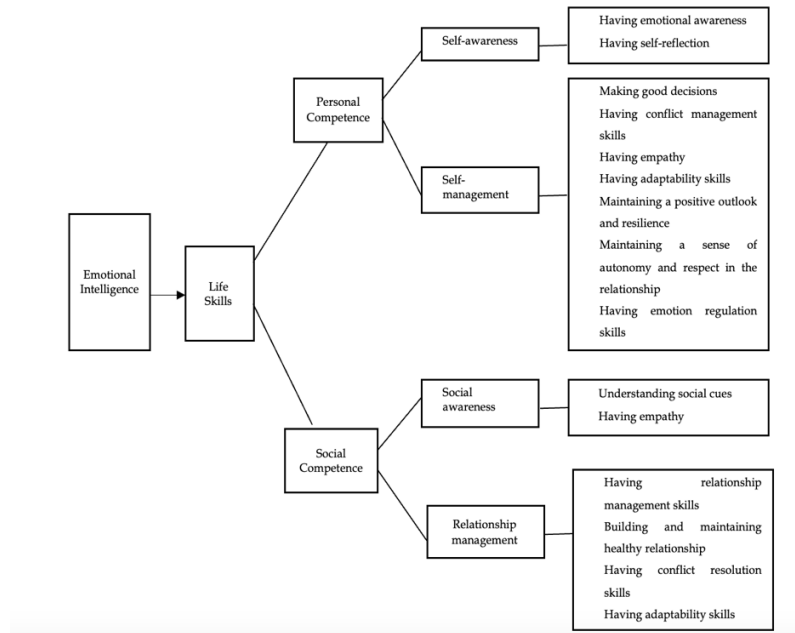


Figure 1. Emergence of the life skills theme for the aspect of emotional intelligence among participants with extremely satisfied marital satisfaction

"Life Skills" emerged as the theme from the aspect of emotional intelligence among participants with extremely high marital satisfaction, characterized by personal and social competence. Bradberry (2017) describes emotional intelligence as an intangible concept inherent in each individual. He suggests that emotional intelligence influences our behavior management, our ability to handle social intricacies, and the decisions we make, aiming for favorable outcomes. Bradberry further elaborates that emotional intelligence comprises four core skills: self-awareness and self-management, categorized under personal competence, and social awareness and relationship management, classified under social competence. Life skills are defined as the abilities that allow individuals to effectively navigate the demands and challenges of everyday life. These skills, often referred to as psychosocial skills, encompass psychological aspects and involve cognitive and behavioral processes (Davis, n.d.).

Personal competence experienced by participants with extremely satisfied marital satisfaction, under the aspect of emotional intelligence, can be classified into the areas of (1) self-awareness and (2) self-management. These sub-categories were substantiated by the participants' raw responses during the interview. Self-awareness enables individuals to identify when they are experiencing stress or pressure. It allows us to view situations from others' perspectives, exercise self-control, engage in creative and productive work, and take pride in ourselves and our accomplishments, thereby fostering an overall sense of confidence and optimism (Life Skills Collaborative, 2023). Participants with extremely high marital satisfaction experienced emotional awareness and self-reflection. Self-management refers to the ability to effectively control our emotions, thoughts, and behaviors across various situations. This encompasses several aspects, such as managing stress levels, postponing immediate rewards for long-term benefits, maintaining motivation, and establishing and pursuing personal, academic, and career objectives. Additionally, self-management involves efficiently organizing time in response to current or evolving circumstances. This skill is beneficial across all areas of life and can significantly influence both employment prospects and overall life satisfaction (Life Skills Collaborative, 2023). In this subcategory, the emerging concepts were making good decisions and having conflict.

management skills, having empathy, having adaptability skills, maintaining a positive outlook and resilience, maintaining a sense of autonomy and respect in the relationship and having emotion regulation skills.

Social competence is another category under the life skills theme experienced by participants with extremely satisfied marital satisfaction, particularly in the aspect of emotional intelligence. This can be classified into two areas: (1) social awareness and (2) relationship management. Social awareness is a key component of emotional intelligence. It is a skill that allows individuals to understand how others are feeling, empathize with them, and adopt different perspectives on situations. Social awareness is a skill that individuals must actively work to develop within themselves. In a broad sense, it means having an awareness and understanding of the world around us (Straw, 2024). Understanding social cues and having empathy are two emerging concepts under the sub-category of social awareness. Relationship management encompasses an individual's capacity to communicate effectively, foster positive interactions with others, engage with individuals from diverse cultural backgrounds, collaborate successfully in teams, and resolve conflicts. This aspect of emotional intelligence (EI) depends on the ability to leverage the other three components of EI to cultivate and sustain relationships effectively (Radtke, 2022). Participants with extremely satisfied marital satisfaction experienced relationship management skills, building and maintaining healthy relationships, conflict resolution skills, adaptability skills, and open communication as part of the relationship management sub-category. In summary, the findings of the qualitative data fully support the findings of the quantitative data.

3.3 Attachment Style

Table 4 illustrates the respondent's attachment style. The data showed three attachment styles: secure, anxious, and avoidant. The secure attachment style attained a weighted mean of 3.5015 with a standard deviation of 0.56334, indicating that respondents have high scores on this subscale. The anxious attachment style attained a weighted mean of 3.0000 with a standard deviation of 0.58454, and the avoidant attachment style attained a weighted mean of 2.3991 with a standard deviation of 0.62974, indicating that participants have average scores on these subscales, respectively.

Table 4. Respondents' attachment style

Subscales	Mean	Standard Deviation	Rank	Verbal Interpretation
Secure	3.5015	0.56334	1	High
Anxious	3.0000	0.58454	2	Average
Avoidant	2.3991	0.62974	3	Average

*Legend: Secure: high scores on Close and Depend, low score on Anxiety;
Anxious: high scores on Anxiety, moderate scored on Close and Depend;
Avoidant: low scores on Close, Depend, Anxiety*

Levy et al. (2018) describe attachment style as a concept referring to an individual's typical manner of perceiving, relating to, and engaging with important figures in their life, including parents, children, and romantic partners. Research indicates that individuals who experienced neglect and physical abuse during childhood tend to develop higher levels of anxious attachment styles in their adult relationships. Additionally, childhood neglect is associated with the development of avoidant attachment styles. Both anxious and avoidant attachment styles in adulthood are linked to negative mental health outcomes. These attachment styles correlate with increased anxiety and depression levels, as well as decreased self-esteem. Notably, only the anxious attachment style predicts elevated allostatic load, which refers to the cumulative wear and tear on the body due to chronic stress. Both anxious and avoidant attachment styles in adulthood are linked to negative mental health outcomes. Childhood neglect and physical abuse have lasting effects on adult attachment styles. Anxious and avoidant attachment styles in adulthood contribute to understanding the negative mental health consequences of childhood neglect and physical abuse, even 30 years later.

These insights were derived from research conducted by Widom et al. (2018). Henschel et al. (2020) found that various attachment styles are associated with distinct challenges in emotion regulation (ER). Individuals with an anxious attachment style experience more difficulties in ER compared to those with a secure attachment style. This is particularly evident in areas such as identifying and accepting emotions, managing impulsivity, engaging in goal-directed behaviors, and accessing effective ER strategies. Anxious individuals reported a greater tendency towards rumination, self-blame, and catastrophizing than their secure counterparts.

Moreover, Heidari and Kumar (2021) provide valuable insights into the relationship between attachment styles and marital satisfaction among respondents. Their findings indicate no significant differences in attachment styles or levels of marital satisfaction between male and female participants. This suggests that gender does not play a crucial role in how individuals experience attachment or satisfaction within their marriages.

The differences in the respondents' attachment styles can be found in Table 5, grouped according to their profiles. The findings indicate that among the respondents' profiles, the only factor that significantly influences the particular subscale of attachment style is the years of marriage. Results revealed that 1-10 years of marriage have the highest scores. Therefore, the findings show that years of marriage produce substantial differences in avoidant attachment style.

Table 5. Differences in the respondents' attachment style when grouped according to profile

Variable	Secure			Anxious			Avoidant		
	t/F-value	p-value	I	t/F-value	p-value	I	t/F-value	p-value	I
Sex	0.58	0.56	NS	0.81	0.41	NS	-1.63	0.10	NS
Age	0.56	0.57	NS	2.11	0.12	NS	0.13	0.87	NS
Years of Marriage	0.90	0.46	NS	0.37	0.82	NS	2.95	0.02	S
Employment Status	1.16	0.31	NS	1.26	0.28	NS	0.03	0.96	NS
Position	2.63	0.05	NS	1.82	0.14	NS	2.43	0.06	NS
Monthly Family Income	0.77	0.59	NS	1.18	0.31	NS	1.27	0.27	NS
Division	-0.61	0.53	NS	-0.74	0.45	NS	1.57	0.12	NS

According to the research findings, the avoidant attachment style shows significant differences when grouped according to the profile variable of years of marriage. The dependent attachment style is characterized by a strong need for closeness and fear of abandonment, which can negatively impact marital satisfaction and the longevity of marriages. This is supported by Kunczewicz et al. (2020), who examined the role of relationship length in predicting the effects of a combination of insecure attachment patterns on different aspects of relationship quality. The study's findings revealed a distinct role of relationship length in explaining the effects of anxious-avoidant ("eroding effects") and anxious-anxious combinations ("buffering effect") on aspects of relationship quality. In longer relationships, men exhibited lower levels of satisfaction and tenderness when they displayed higher avoidance, especially when their female partners exhibited higher anxiety. Similarly, women demonstrated less satisfaction and tenderness in longer relationships when they had higher levels of anxiety, particularly when their male partners exhibited higher avoidance.

"Relationship Perspective" emerged as the theme from the aspect of attachment style among participants with extremely satisfied marital satisfaction, characterized by a positive self-view partner and a positive view of the romantic partner. The significance of relationship perspective cannot be overstated; it plays a vital role in relationship satisfaction and stability. Research indicates that couples who engage in effective perspective-taking are better equipped to handle conflicts and support each other during challenging times (Ramezani et al., 2020). By understanding each other's perspectives, partners can respond more compassionately and appropriately, leading to healthier interactions.

Positive self-view refers to the overarching beliefs individuals hold about themselves, affirming that humans are valuable and deserving. For instance, a person might believe they are worthy of kindness from others and entitled to achieve success in their personal endeavors (Davis, 2023). Positive self-view experienced by participants with extremely satisfied marital satisfaction can be classified into the areas of (1) self-esteem, (2) self-reflection, and (3) autonomy. These sub-categories were substantiated by the participants' raw responses during the interview. Participants with extremely high marital satisfaction feel securely attached, can adjust in the relationship, are comfortable with emotional intimacy, have trust, and maintain a sense of autonomy.

To illustrate the emergence of the Relationship Perspective Theme, Figure 2 is presented below.

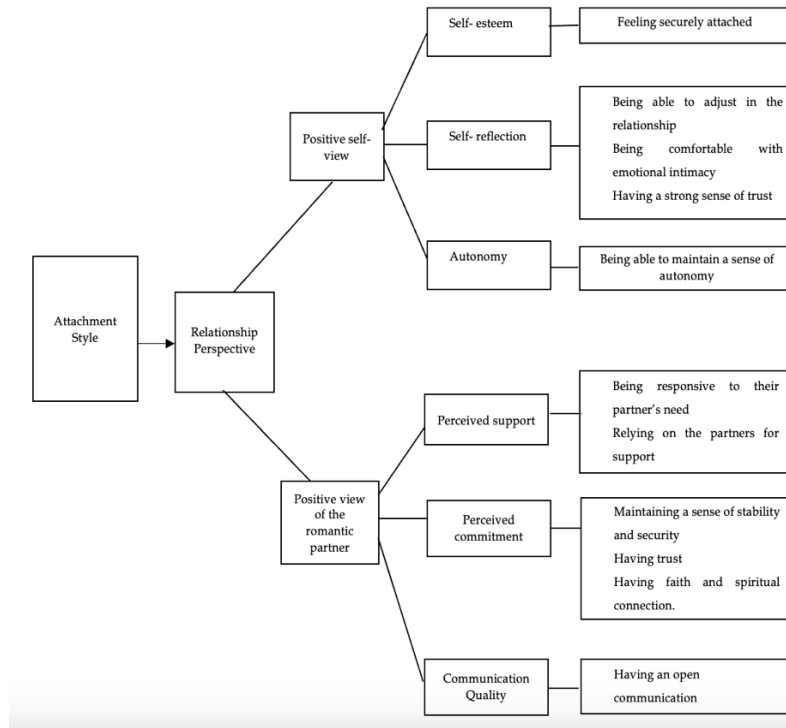


Figure 2. Emergence of the relationship perspective theme for the aspect of attachment style among participants with extremely satisfied marital satisfaction

Positive view of romantic partner experienced by participants with extremely high marital satisfaction can be classified into the areas of (1) perceived support, (2) perceived commitment, and (3) communication quality. These sub-categories were substantiated by participants' raw responses during the interviews. Perceived support is more accurately understood as an individual's assessment of their circumstances rather than a direct indication of the actual support they receive (Eagle et al., 2018). Participants with extremely high marital satisfaction experienced being responsive to their partner's needs and relying on their partners for support. Perceived commitment is a crucial aspect of marital satisfaction and overall relationship quality. It refers to an individual's subjective perception of their partner's dedication, loyalty, and intention to maintain and strengthen the marital relationship. Participants with extremely high marital satisfaction experienced maintaining a sense of stability and security, having trust, faith, and a spiritual connection. Communication quality is essential for fostering intimacy, trust, and satisfaction within a marriage. It encompasses how well couples convey their thoughts, feelings, needs, and concerns to each other, as well as how they listen, understand, and respond to their partner's communication. Participants with extremely high marital satisfaction experienced open communication. In summary, the findings of the qualitative data fully support the findings of the quantitative data.

3.4 Marital Satisfaction

Table 6 illustrates the respondent's marital satisfaction. The data showed the attained 17.1842 weighted mean with 4.86011 standard deviation indicates that respondents are highly satisfied with their married life.

Table 6. Respondents' marital satisfaction			
KMS	Weighted Mean	Standard Deviation	Verbal Interpretation
Marital Satisfaction	17.1	4.86	High

Legend: Total score ranges from 3 to 21, with high scores meaning better marital quality.

Marital satisfaction refers to the extent to which individuals in a marriage evaluate their contentment with various elements of their relationship. This satisfaction is influenced by each partner's expectations, needs, and

desires within the marriage and can vary over time (Ekufu & Anetoh, 2022). It is one of the most significant and unique relationships among all human interactions. It is not only a convention but also an implicit condition in all societies. The relationship between husband and wife involves a complex process of adjustment. Marital satisfaction is closely associated with the overall happiness of both partners, encompassing aspects such as conflict resolution and emotional support (Hasan, 2022). Haris and Kumar (2018) state that marital satisfaction is the subjective evaluation of one's experience in marriage. By subjective evaluation, it means that marital satisfaction can only be rated by each person in response to the question, "How satisfied are you?" The level of a person's satisfaction cannot be determined by anyone else. Marital satisfaction is not a property of a relationship; it is a subjective experience and opinion. Marital satisfaction is related to the happiness and enjoyment of relationships between couples and means having a favorable feeling of marriage, which can be considered a psychological situation that does not exist spontaneously. In marital relationships, several factors cause spouses to be satisfied with each other, one of which is communication patterns. Marital relationship is a process in which couples exchange feelings and thoughts verbally and non-verbally. If we pay attention to the factors of marital satisfaction, we can expect that by increasing the level of satisfaction and mental health, many psychological, emotional and social problems will be reduced (Ghaibi et al., 2022). Moreover, Vallejos (2018) found that both male and female BPO night shift workers in the Philippines reported being satisfied with their marriages. The study clearly indicated that economic and financial stability play a significant role in marital satisfaction. Additionally, the compatibility of partners' expectations within the marriage and toward each other was also shown to influence their marital satisfaction.

Table 7. *Difference in the respondents' marital satisfaction when grouped according to profile, n=114*

Variable	t/F-value	p-value	Interpretation
Sex	-3.83	0.00	Significant
Age	2.04	0.13	Not Significant
Years of Marriage	1.75	0.14	Not Significant
Employment Status	0.00	0.99	Not Significant
Position	1.47	0.22	Not Significant
Monthly Family Income	2.04	0.06	Not Significant
Division	-0.31	0.75	Not Significant

At 5% significance level, only Sex has significant difference in marital satisfaction

The differences in the respondents' marital satisfaction can be found in Table 7, grouped according to their profile. The findings indicate that among the respondents' profiles, the only variable with a significant difference in marital satisfaction is sex, with males having higher marital satisfaction than females. The significant difference of sex in marital satisfaction was supported by Bahrami et al. (2021). According to their findings, gender was significantly associated with marital satisfaction; the level of marital satisfaction was higher in men than in women. One significant implication of higher marital satisfaction in men relates to psychological well-being. For instance, Allen et al. (2018) found that higher levels of marital satisfaction in male service members were significantly associated with lower levels of depression, anxiety, and post-traumatic stress disorder (PTSD). This relationship indicates that satisfied married men not only report better mental health but also exhibit resilience against the stresses associated with military life, showcasing the multifaceted benefits of a supportive marital environment.

In contrast, the relationship between marital satisfaction and depression appears to be more pronounced among women, as they often bear the emotional burden of dissatisfaction. Research conducted by Yang et al. (2023) highlighted that the negative correlation between marital satisfaction and self-rated depression was markedly stronger for women than for men. This disparity suggests that women bear a disproportionate emotional burden when marital satisfaction declines, leading to increased vulnerability to mental health issues such as depression and anxiety. According to the study by Hwang et al. (2024), male retirees reported higher satisfaction than non-retired men, while female retirees reported lower satisfaction than non-retired women. These trends were consistent regardless of the time elapsed after retirement

To illustrate the emergence of shared values theme among participants with extremely satisfied marital satisfaction, Figure 3 is presented below.

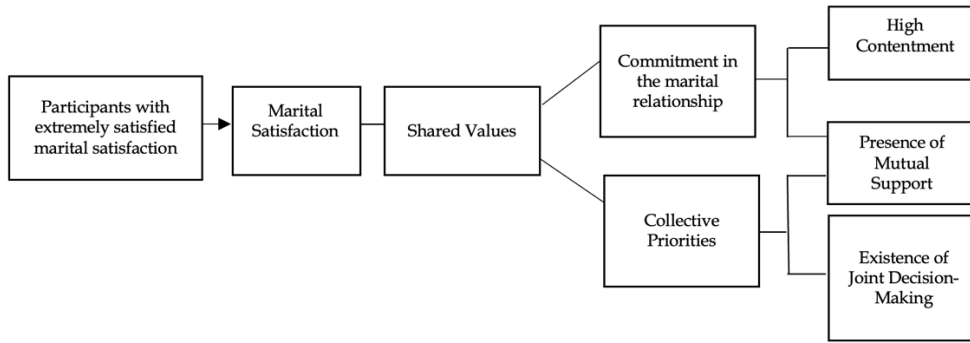


Figure 3. Emergence of the shared values theme among participants with extremely satisfied marital satisfaction

“Shared values” emerged as a theme among participants with extremely satisfied marital satisfaction. Sharing core values is vital to a healthy long-term relationship. Without them, life together can begin to degrade, and friction may become unavoidable. Shared values can also affect the dynamic between a couple. Because you have morals and principles in common, it creates an atmosphere where you can count on a partner’s understanding (Miles, 2019). The alignment of these values is critical, as discrepancies may lead to conflicts and dissatisfaction in the relationship. The presence of shared values fosters a sense of belonging and understanding, which is crucial for maintaining a healthy marital bond. Commitment in the marital relationship by participants with extremely high marital satisfaction can be classified into two areas: (1) high contentment and (2) presence of mutual support. These sub-categories were supported by the participants' responses during the interview. High contentment is a long-lasting feeling accompanied by peacefulness, gratitude, and satisfaction. Participants with extremely high marital satisfaction experienced building and sustaining the relationship, having emotional commitment, and maintaining a covenantal perspective. Mutual support in a marital relationship involves both individuals actively supporting each other in various aspects of their lives. These participants also demonstrated a commitment to individual growth and development, relational maintenance, and shared responsibility.

Collective priorities identified by participants with high marital satisfaction can be classified into (1) joint decision-making and (2) mutual support. These sub-categories were supported by participants' responses during interviews. Joint decision-making in a marriage involves both partners actively participating in decisions affecting their lives together, emphasizing collaboration, mutual respect, and shared responsibility in determining actions for various aspects of their relationship. Participants with extremely high marital satisfaction experienced a commitment to growth and improvement, shared values and goals, and prioritized open, honest, and effective communication. In summary, the qualitative data fully supports the findings of the quantitative data.

Table 8 presents the correlation matrix of the study's variables. The secure attachment style shows a significant relationship with several subscales of emotional intelligence: perception of emotions ($p < 0.003$) and managing others' emotions $r = .061$, ($p < 0.046$). In addition, there is a moderate positive correlation between secure attachment style and the uncategorized subscale of emotional intelligence, and this relationship is statistically significant $r = .350$, ($p < 0.001$). Furthermore, the secure attachment style has a significant relationship with emotional intelligence ($p < 0.011$), and the correlation coefficient of $r = 0.238$ implies a weak positive relationship. On the other hand, the anxious attachment style has no significant relationship with emotional intelligence or any of its subscales, as all p -values are greater than the predetermined significance level ($p > 0.05$).

Table 8. Correlational matrix of the variables of the study

Variable		Attachment Style						Marital Satisfaction	
		Secure		Anxious		Avoidant		r_{xy}	
		r_{xy}	P-value	r_{xy}	p-value	r_{xy}	P-value	r_{xy}	P-value
Emotional Intelligence	Perception of Emotions	.272**	0.003	0.049	0.605	-.284**	0.002	0.054	0.566
	Managing Own Emotions	0.061	0.519	-0.107	0.258	-.188*	0.045	0.130	0.167
	Managing Others' Emotions	.187*	0.046	0.066	0.486	-0.158	0.094	-0.003	0.971
	Utilizing Emotion	0.040	0.674	-0.116	0.217	-0.107	0.258	0.075	0.428
	Uncategorized	.350**	0.000	0.084	0.374	-.405**	0.000	0.095	0.312
	Emotional Intelligence	.238*	0.011	0.030	0.751	-.279**	0.003	0.078	0.415
	Overall								
Marital Satisfaction		0.060	0.526	0.042	0.656	-0.144	0.126		

***. Correlation is significant at the 0.01 level (2-tailed).*

**. Correlation is significant at the 0.05 level (2-tailed).*

Meanwhile, the avoidant attachment style has a significant relationship with almost every subscale of emotional intelligence except for utilizing emotion ($p < 0.258$). Each of these correlations has a correlation coefficient indicating a weak, negative, significant relationship: perception of emotions $r = -0.284$ ($p < 0.002$), managing one's own emotions $r = -0.188$ ($p < 0.045$), managing others' emotions $r = -0.158$ ($p < 0.094$). In addition, there is moderate positive correlation between avoidant attachment style and the uncategorized subscale of emotional intelligence $r = 0.405$ ($p < 0.000$). Overall, the avoidant attachment style has a significant correlation with emotional intelligence ($p < 0.003$), with a correlation coefficient of $r = 0.279$, indicating a weak positive relationship between the two variables.

Attachment styles are shaped during childhood through emotional experiences and influenced by traits related to emotions, such as how children interpret and regulate their own and others' emotions. These emotion-related traits are integral to various emotional intelligence (EI) models, suggesting a potential link between EI and attachment styles. Walker et al. (2022) explored the moderation effect of EI type by comparing ability EI with EI rating scales through subgroup analysis and meta-regression. The results indicate a significant association between lower anxious attachment and both EI rating scales and ability EI. Similarly, lower avoidant attachment is significantly correlated with both EI rating scales and ability, while secure attachment is significantly associated with EI rating scales only. The association between EI and avoidant attachment is significantly moderated by EI type. In their discussion, they explore potential mechanisms through which EI might influence the early development of attachment styles, and vice versa. It is important to note that the causal direction underlying the associations between EI and attachment styles remains unclear. Finally, the correlation matrix shows that marital satisfaction has no significant relationship with any subscales of emotional intelligence or attachment styles, as all p -values are greater than the predetermined significance level ($p > 0.05$).

In conclusion, secure and avoidant adult attachment styles have a weak, positive relationship with emotional intelligence and some of its sub-scales. However, the anxious attachment style shows no such correlation with overall emotional intelligence. Lastly, there is no significant relationship between emotional intelligence and attachment style, implying these are not good predictors of marital satisfaction for the respondents considered.

Figure 4 presents the qualitative framework for Emotional Intelligence, Attachment Style, and Marital Satisfaction among participants with extremely high marital satisfaction. In the first variable, emotional intelligence, the theme of life skills emerged, classified as personal and social competence. Regarding the second variable, attachment style has a theme of relationship perspective, including categories such as a positive self-view and a positive view of the romantic partner. Meanwhile, in marital satisfaction, the theme of shared values emerged, followed by the categories of marital commitment and collective priorities.

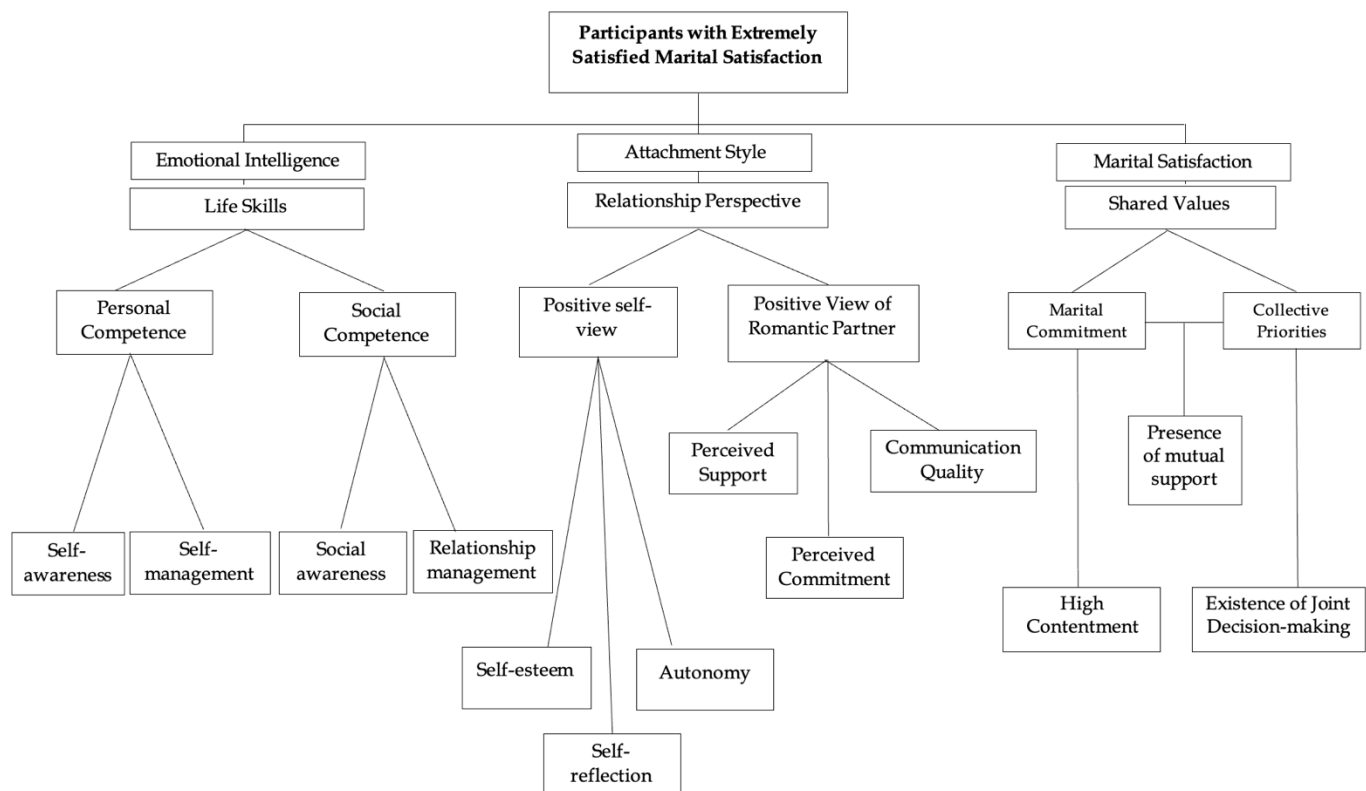


Figure 4. Framework for emotional intelligence, attachment style, and marital satisfaction among participants with extremely satisfied marital satisfaction

Table 9 presents the proposed Marriage Mentoring Program. The researcher found that the psychological intervention program should focus on improving emotional intelligence and attachment style through various dimensions of emotionally focused therapy, attachment-based therapy, and positive psychology. A marriage mentoring program is a structured and supportive initiative designed to provide guidance, support, and resources to couples at various stages of their marital journey. According to Psychology Today (n.d.), Emotionally Focused Therapy (EFT) is a brief therapeutic approach designed to enhance romantic relationships by reigniting the emotional and physical connection that may be compromised by disappointment and distance within partners, a common scenario in distressed couples. This form of therapy prioritizes emotional experiences and reactions, placing them at the forefront of the therapeutic process. Grounded in attachment theory, EFT underscores the significance of interpersonal connections as a source of comfort, safety, and a pathway for personal growth. These connections can manifest in real-life partners with whom one may feel disconnected, in internalized mental representations of significant figures, or even within different facets of oneself. Research indicates that emotionally focused couple therapy, based on the adult attachment perspective, is one of the most successful and substantiated approaches to restoring harmony in intimate relationships and significantly enhancing marital satisfaction (Beasley & Ager, 2019).

Attachment-based psychotherapy not to be confused with Attachment Therapy as described by its originator John Bowlby (1988), is a concise and process-oriented counseling method. The foundation of the client-therapist relationship lies in the cultivation or restoration of trust, emphasizing the open expression of emotions. This therapeutic approach examines the correlation between an infant's initial attachment experiences, typically with parents as primary caregivers, and the individual's capacity to undergo healthy emotional and physical relationship development in adulthood (Psychology Today, n.d.). Positive psychology is a branch of psychology focused on the character strengths and behaviors that allow individuals to build a life of meaning and purpose – to move beyond surviving to flourishing. Practices associated with positive psychology, such as gratitude interventions, can boost social and emotional well-being, studies suggest. Positive psychology has also led to explorations of how developing certain character strengths, positive emotions like awe, and other qualities, such as a sense of meaning and purpose in life, might contribute to positive life outcomes. (Psychology Today, n.d.)

Table 9. *Proposed marriage mentoring program*

Key Results Area	Program/ Services	Objectives	Activities Strategies	Target Person	Persons Responsible	Evaluation
Average Emotional Intelligence	Emotionally focused therapy (EFT) approach	1.To cultivate empathy and develop social awareness by practicing active listening and understanding non- verbal cues 2.To focus on assertive communication and expressing emotions constructively 3.To facilitate exercises to strengthen emotional bonds between partners	1. Emotionally Focused Conversation 2. Sculpting Exercises 3. Creating Emotional Maps	Those married individuals/ couples with average emotional intelligence.	Psychologist (RPsy), Guidance Counselor (RGC), Mental Health Practitioners	Success therapeutic indicators: 1. Enhanced empathy and understanding 2. Improved communication skills 3. Development of emotional regulation strategies
Highly secure attachment style Average anxious and avoidant attachment style	Attachment-based therapy approach	1.To teach strategies for managing anxiety and expressing needs without overwhelming the partner 2.To provide tools for creating a secure emotional base within the relationship 3.To develop exercises to build trust and increase reassurance between partners	1.Attachment-Focused Imagery 2.Attachment-Focused Journaling 3. Attachment Dialogue	Those married individuals/couples who have highly secure attachment style and average s anxious and avoidant attachment styles.	Psychologist (RPsy), Guidance Counselor (RGC), Mental Health Practitioners	Success therapeutic indicators: 1. Improved communication skills 2. Increased emotional regulation 3. Building and rebuilding trust
High marital satisfaction	Positive Psychology approach	1.To encourage couples to regularly express appreciation and gratitude towards each other 2.To teach couples mindfulness techniques to enhance present-moment awareness 3.To help couples identify and enhance their individual and collective strengths	1. Gratitude Practice 2.Mindfulness Meditation 3. Positive Communication Exercises	Those married individuals/couples who have high marital satisfaction	Psychologist (RPsy), Guidance Counselor (RGC), Mental Health Practitioners	Success therapeutic indicators: 1. Practice gratitude towards each other 2. Enhanced present moment awareness 3. Fostered positive interaction patterns.

4.0 Conclusion

The findings indicate the need to reassess current theories that connect emotional intelligence and attachment styles directly to marital satisfaction. The absence of a significant relationship suggests that these factors may not always be dependable predictors. This highlights the necessity for further research to investigate other factors that could affect marital satisfaction, such as communication styles, conflict resolution methods, or external pressures. For practitioners working with couples, the findings suggest that focusing solely on improving emotional intelligence or addressing attachment styles might not enhance marital satisfaction. Instead, interventions should adopt a more comprehensive approach that considers relationship dynamics and individual mental health. The proposed Marriage Mentoring Program, based on Emotionally Focused Therapy, Attachment-Based Therapy, and Positive Psychology, could help married individuals and couples enhance emotional intelligence, develop a closer and more secure bond, and cultivate a strong and fulfilling marital relationship.

5.0 Contributions of Authors

The first author contributed significantly as a researcher through the conception of ideas, designing methodologies, conducting analyses, writing drafts of manuscripts, and revising them based on feedback. The second author served as an adviser who guided the conception and design phases while also providing critical input during the analysis, writing, and revision stages to ensure academic rigor. The authors indicate equal contribution to each section. The authors reviewed and approved the final work.

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7.0 Conflict of Interests

The authors declare no conflicts of interest about the publication of this paper.

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