

# Affect regulation in the work domain: EROS and EIM hetero-regulation scales' validity [Regulación de la afectividad en el ámbito laboral: Validez de las escalas de heteroregulación EROS y EIM]

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A sample of workers and organizational master students filled in the scales of interpersonal regulation EROS and EIM, as well as the Emotional Intelligence facet of emotion management MSCEIT's subscales, the Emotional Creativity scale, ECI, the emotional regulation scale, MARS, and the perception of affective adjustment in the aftermath of stress in the workplace. Reliabilities were satisfactory for all the scales, expected dimensions were found in an exploratory factorial analysis, and confirmatory factor analysis found that theoretical dimensions fit well the data. Construct validity was confirmed since modification of situation, reevaluation, low suppression, and emotional expression were related to MSCEIT's management of emotions subscale, and to emotional creativity and adaptive forms of self-regulation. Results are discussed with regard to interpersonal regulation and implications for a positive emotional climate at work. © 2014 Colegio Oficial de Psicólogos de Madrid. Production by Elsevier España, S.L. All rights reserved.

Affect regulation

Emotional creativity

Emotional intelligence