Emotional intelligence has received an intense amount of attention in leadership circles during the last decade and continuing debate exists concerning the best method for measuring this construct. This study analyzed leader emotional intelligence scores, measured via skill and ability methodologies, against leader job performance. Two hundred twelve employees from three organizations participated in this study. Scores on the Emotional Intelligence Appraisal, a skill-based assessment, were positively, though not significantly, correlated with scores on the MSCEIT, an ability-based assessment of emotional intelligence. Scores on the MSCEIT did not have a significant relationship with job performance in this study, whereas, scores on the Emotional Intelligence Appraisal had a strong link to leader job performance. The four subcomponents of the Emotional Intelligence Appraisal were examined against job performance. Relationship management was a stronger predictor of leader job performance than the other three subcomponents. Social awareness was the single emotional intelligence skill that did not have a significant link to leader job performance. Factor analyses yielded a two-component model of emotional intelligence encompassing personal and social competence, rather than confirmation of a four-part taxonomy.