The relation between emotional intelligence, assessed with a performance measure, and positive workplace outcomes was examined in 44 analysts and clerical employees from the finance department of a Fortune 400 insurance company. Emotionally intelligent individuals received greater merit increases and held higher company rank than their counterparts. They also received better peer and/or supervisor ratings of interpersonal facilitation and stress tolerance than their counterparts. With few exceptions, these associations remained statistically significant after controlling for other predictors, one at a time, including age, gender, education, verbal ability, the Big Five personality traits, and trait affect.