

Emotional Quotient Inventory— EQ-i[®]



Zero in
ON EMOTIONAL
INTELLIGENCE

Taking the pulse of success

What if you could put your finger on the pulse of success? What if you could predict who will succeed in a certain role and identify for development the true drivers of high performance? The MHS Emotional Quotient Inventory (EQ-i®) is the world's most widely used, scientifically validated tool for zeroing in on one of the essential building blocks of success — Emotional Intelligence.

Emotional intelligence

Distinct from cognitive intelligence or IQ, Emotional Intelligence refers to our capacity to perceive, generate, and manage emotions in ourselves and others. A large and growing body of independent scientific research has identified it as the single most important determinant of superior functioning. Emotionally intelligent people succeed because they are better able to read and deal with social complexity. As confirmed by

independent academic research, one-quarter to nearly one-half of all job success can be attributed to Emotional Intelligence.

Better performance

Assessing Emotional Intelligence using the EQ-i® can make a decisive contribution to effective workforce selection and development. In corporate environments, in educational settings, and in clinical spheres, the EQ-i® delivers better performing individuals and organizations, significant cost savings, and a clear competitive advantage.

THE MAJOR BENEFITS

With the EQ-i® from MHS, what was once considered that intangible determinant of success beyond IQ, beyond experience, beyond personality can today be accurately measured. As a result, unprecedented predictability is now achievable in such key HR areas as hiring, promotion, alignment, and succession planning. And since Emotional Intelligence is much more elastic than IQ, improving individual performance by sharpening Emotional Intelligence skills has never been more within reach. The benefits of the EQ-i® are clear.

For organizations

- It supports strategic objectives by developing key workforce skills
- It facilitates the creation of top-performer profiles to improve selection and training-needs analysis
- It brings performance levels into focus thereby informing strategic decision making and planning

For coaches and consultants

- It accelerates coaching by identifying important needs early on
- It provides a benchmark of skills to track ongoing development
- It helps to identify root causes of problems or blocks

For individuals

- It promotes self-awareness in a range of functionally critical areas
- It places current levels of performance into perspective
- It provides a practical guide to improvement

THE ASSESSMENT

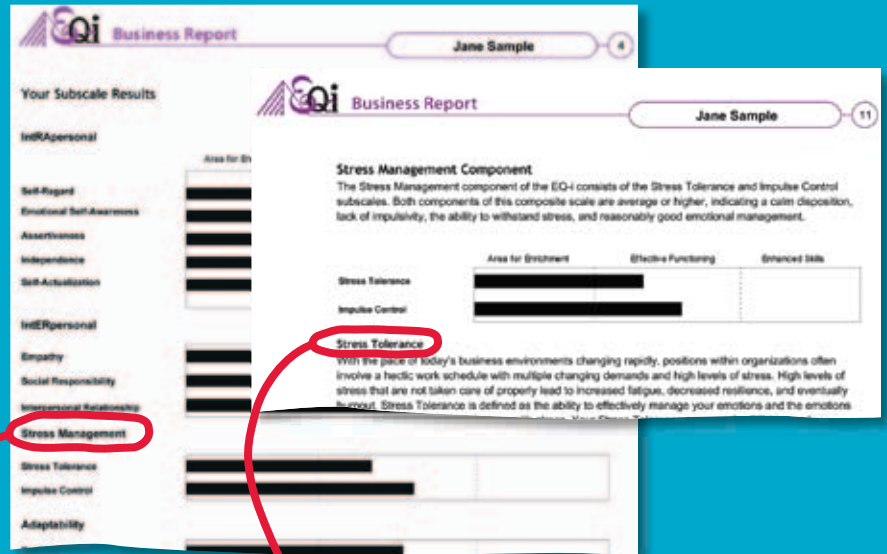
The most widely used Emotional Intelligence assessment tool in the world, the EQ-i® asks participants to self-report on their functioning in 15 key areas (or “subscales”) of emotional skill gathered into 5 major groupings (or “composite scales”). **Intrapersonal Scales:** Self-Regard, Emotional Self-Awareness, Assertiveness, Independence, Self-Actualization; **Interpersonal Scales:** Empathy, Social Responsibility, Interpersonal Relationship; **Stress Management Scales:** Stress Tolerance, Impulse Control; **Adaptability Scales:** Reality Testing, Flexibility, Problem Solving; **General Mood Scales:** Optimism, Happiness. Together, these scales and subscales play a crucial role in just about every key organizational function, from leadership and team-building to negotiation and planning.

Participation is easy

Participants complete the assessment in under 20 minutes, either online or with pen and paper. Scoring and report generation take only seconds.

Stress Management scale

The Stress Management component of the EQ-i® consists of the Stress Tolerance and Impulse Control subscales.



Stress Management component

The narrative portion of the report details the implications of high and low scores in each of the subscales and provides development strategies for key areas of potential growth.

THE RESULTS

The EQ-i® consists of 125 questions to which participants provide responses ranging from (1) “Very Seldom or Not True of Me” to (5) “Very Often True of Me or True of Me”. Individual scores are analyzed against normative samples based on extensive EQ-i® use. Over 1 million people worldwide have been assessed. Results are available in 6 possible reports:

Individual summary

A graphical display of overall Emotional Intelligence score and scores for each of the 5 composite scales and the 15 subscales.

Development report

The Individual Summary plus detailed explanation of score meanings, analysis of individual strengths and weaknesses, and suggestions for three areas of development. This report compares the individual’s scores to average scores of the population generally. It is ideal for counselling and life coaching.

Resource report

The Development Report specially adapted for use in coaching or human resource development in organizational settings. Results identify areas of effective and enhanced functioning as well as skills in need of enrichment. A feedback version omits scores to facilitate coaching.

Business report

Provides strategies and action plans for workplace settings. Content on all 15 EQ-i® subscales allows coaches and respondents to focus on emotional and social skills that are consistent with job performance metrics. Separate sections containing results, development tips, and action planning exercises streamline feedback sessions.

Group report

An anonymous summary of scores (overall, scale, and sub-scale) for a group of respondents.

Leadership report

Displays results on 15 EQ-i® subscales to reveal respondents’ strengths and weaknesses in people-, process-, and organization-oriented leadership styles, and on four pillars of leadership behavior. This report helps organizations identify and coach top leaders, and understand potential leadership derailers.

Outstanding validity and reliability

In an increasingly crowded assessment marketplace, the EQ-i® stands out as a rigorously scientific measure. It was created more than a decade ago using strict test-development procedures. A large body of independent, peer-reviewed scientific literature—including the authoritative Mental Measurements Yearbook published by the Buros Institute at the University of Nebraska—has since confirmed its validity and reliability. Studies have borne out its internal consistency, its retest reliability, and its high degree of predictive certainty. Visit www.mhs.com for a full literature list.

The EQ-i® assessment must be supervised by qualified professionals. MHS mandates certification of our clients to ensure correct administration and interpretation.

Nondiscriminatory

The EQ-i® doesn't discriminate on the basis of race, gender, or age, meaning that results can be used without fear of bias. Results for each test are compared to a large normative sample that carefully represents the population's demographics. Ongoing research at MHS continues to build cultural norms in communities around the globe.

Globally available

The EQ-i® is available in multiple languages and dialects, including Chinese, Czech, Danish, Dutch, French, German, Hebrew, Korean, Norwegian, Russian, Spanish, and Swedish.

EQ-i® author

The EQ-i® was authored by clinical psychologist and senior psychodiagnostic consultant Dr. Reuven Bar-On. Currently an adjunct professor at the University of Texas Medical Branch, Dr. Bar-On has been an internationally recognized expert in the field of emotional intelligence for nearly three decades.

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