



**EQ-i** 2.0<sup>®</sup>  
assess. predict. perform.

## THE FULL SUITE OF REPORTS



# What is Emotional Intelligence?

Emotional Intelligence (EI) is a set of emotional and social skills that influence the way we perceive and express ourselves, develop and maintain social relationships, cope with challenges, and use emotional information in an effective and meaningful way.

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## Why is EI Important?

Emotional Intelligence is proven to be a key indicator of human performance and development. People higher in EI communicate effectively, form strong relationships, and create powerful coping strategies. EI can be measured – more accessibly and less controversially than IQ – and unlike IQ, it can be substantially strengthened and developed.

## The EQ-i 2.0®

### THE SCIENCE BEHIND THE EQ-i 2.0®

For almost 20 years, consultants and organizations have trusted the science that underpins the EQ-i 2.0® (and its predecessor the EQ-i 1.0) to help improve human performance. The EQ-i 2.0 is a psychometric assessment which measures emotional intelligence and how it can impact people and the workplace. Being the first scientifically validated measure of EI, coupled with research from premier organizations, means you can count on the EQ-i 2.0 to add robustness and accuracy to your talent management initiatives.

## The EQ-i 2.0® Model



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Based on the original BarOn EQ-i authored by Reuven Bar-On, copyright 1997.

The EQ-i 2.0 features:

- A Total EI score with 5 composite scores measuring 5 distinct aspects of emotional and social functioning.
- 15 Subscales.
- A Well-Being Indicator which measures your level of happiness; resulting in additional development opportunities.

# The EQ-i 2.0® Reports

Depending on your needs, there are four report options geared toward a business-centric audience:



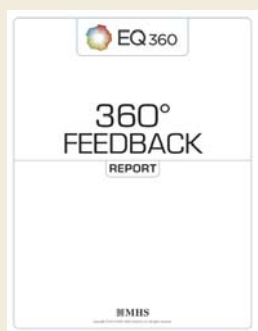
## **EQ-i 2.0 WORKPLACE REPORT**

A self-report used when assessing anyone within the workplace.



## **EQ-i 2.0 LEADERSHIP REPORT**

A self-report used when assessing leaders within an organization.



## **EQ360 FEEDBACK REPORT**

A multi-rater report that identifies strengths and weaknesses from both a self and observer perspective.



## **EQ-i 2.0 GROUP REPORT**

A report used when an organization wishes to work on team-level strategies as it enables discussion around team-level implications of EI.

# Both Coach and Client Versions Included with Each Report

## **THE CLIENT REPORT**

The Client Report provides an introduction to the EQ-i 2.0 model and a detailed, personalized interpretation for each of the 15 subscales complete with strategies for action and a development plan.

## **THE COACH REPORT**

The Coach Report helps you better understand how results were derived, allowing for better interpretation, and enabling valuable client feedback.

# Complimentary Special Features

## **CUSTOMIZATION**

Brand reports with your logo, client/company name on the cover; turn on/off labels, scores and report sections.

## **BUSINESS-CENTRIC FORMAT**

Professional color coding representing each of the five composite scores, a clear layout, and straight-forward language – making it easier to interpret results.

## **UNPARALLELED SUPPORT**

Reports are designed with clear instructions, interpretation guidelines and results-driven content, setting you up for success. In addition, you have access to your own Partner Relations Consultant to help kick-start an EI program in your organization or business.

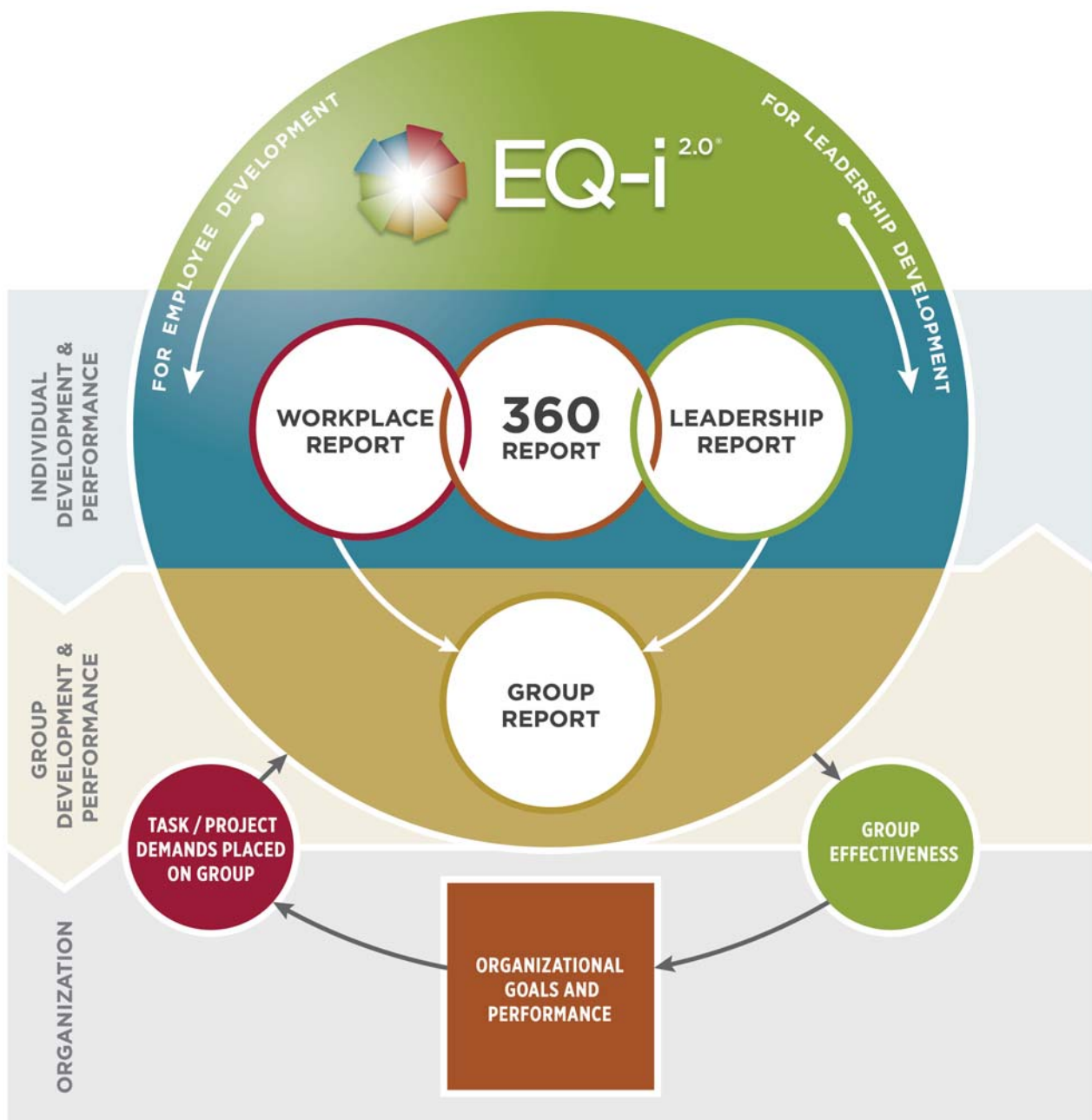
## **ONLINE, EASY TO USE REPORT ADMINISTRATION**

Send invitations, manage participants and generate reports from a secure password-protected web portal. The portal also allows you to access invaluable marketing resources you can leverage to help grow your business, the latest product releases and information about upcoming certifications and training partners.

# EQ-i 2.0<sup>®</sup> Report Suite

All organizations are made up of multiple levels and we designed the EQ-i 2.0 Report Suite to target solutions at every level. This multi-level approach to developing emotional intelligence (EI) shows that developing EI at the individual level can impact team performance, which in turn influences the organization. Based on the needs of your clients and their workplaces, this figure may be used to choose the reports that will best help develop targeted EI solutions.

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## TABLE OF CONTENTS

**WORKPLACE REPORT > 2**

**LEADERSHIP REPORT > 4**

**EQ360 REPORT > 6**

**GROUP REPORT > 8**

## EQ-i 2.0® QUICK FACTS

### AGE RANGE

18 years or older

### ADMINISTRATION TIME

15 – 30 minutes

### NUMBER OF ITEMS

133

### USED IN 60+ COUNTRIES

### FORMAT

Online Portal for quick and easy administration and scoring

### REPORT OPTIONS

- Workplace
- Leadership
- Group
- EQ360 - Multi-Rater Report
- Higher Education

### NORMS AND LANGUAGES

Please visit our website for a complete list

### QUALIFICATION LEVEL

- B (North America only)
- EQ-i® 2.0/EQ360 Certified

“I have seen and worked with Emotional Intelligence across three continents and more than fifteen countries, and to that end, I have witnessed how fundamental it is to effective leadership, and the larger role it continues to play in the success of organizations.”

MARGARETA SJÖLUND, PHD., CHIEF PSYCHOLOGIST  
AND FOUNDER, KANDIDATA ASIA

# Workplace Report



## WHEN SHOULD I USE THE EQ-i 2.0 WORKPLACE REPORT?

The Workplace Report is designed for use in a wide variety of coaching, development situations and work settings. It focuses on the impact of emotional intelligence at work and offers suggestions for working more effectively with colleagues, supervisors and clients.

**Specific applications for this report are:**

**INDIVIDUAL DEVELOPMENT**

**ORGANIZATIONAL DEVELOPMENT**

**SELECTION/RECRUITMENT**

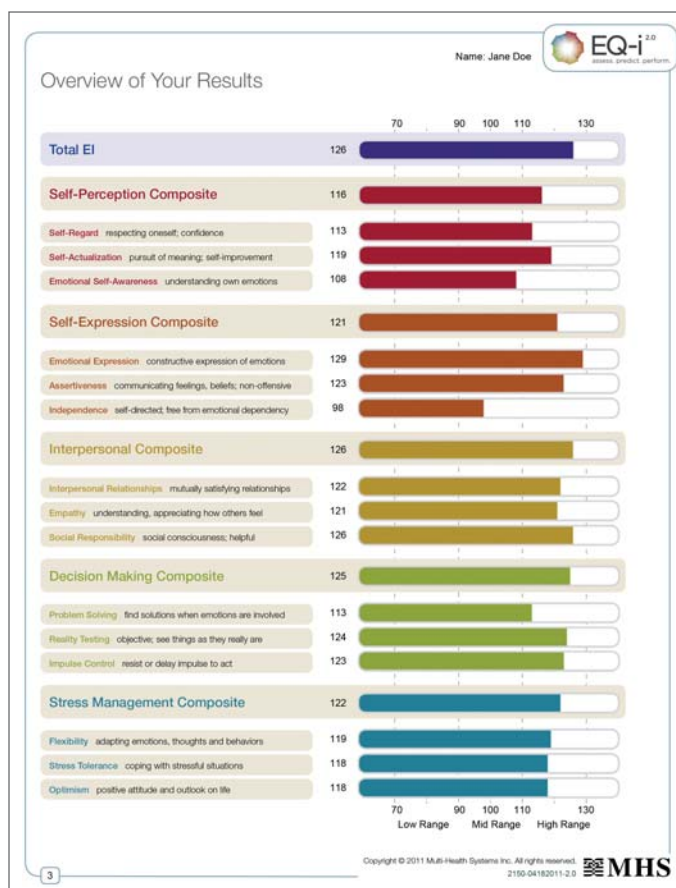
**CAREER COUNSELING/  
OUTPLACEMENT SERVICES**

# Key Features

## OVERVIEW OF YOUR RESULTS

Get an overall picture of your client's complete EQ-i 2.0 results along with definitions of each subscale:

- Quickly identify patterns in your client's profile.
- Give your client a clear, organized understanding of their strengths and weaknesses in a constructive way.
- Effectively measure where your client is and wants to be by comparing results against sample groups of general population (based on geographic location, gender, and age) or professional respondents (based on education, occupation, gender and age).

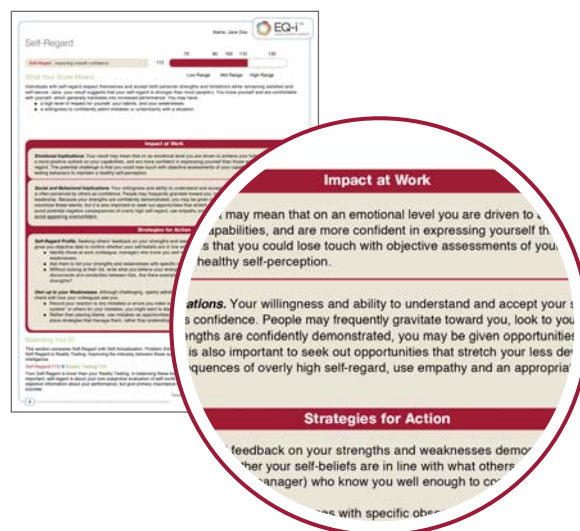




## INDIVIDUAL SUBSCALE PAGES

Gain deeper insight into how each subscale impacts your client's work performance (i.e. conflict resolution, change management, teamwork, decision making and more) – with suggested strategies customized based on your client's individual results:

- This section is the foundation for making relevant links between your client's behavior at work and emotional skill set.
- Get specific and actionable strategies to drive your client's success in each subscale.
- Give your client helpful information on each EI skill in language that enables your client to utilize strengths.



## BALANCING EI

Take interpretation further by making important links between key scales with the Balancing EI section:

- Make instant connections between related subscales and help your client leverage EI strengths and improve EI weaknesses.
- Get started on feedback with pre-designed narratives explaining the common traits of imbalanced emotional intelligence skills.
- Save preparation time as much of the interpretation is done for you based on your client's results.



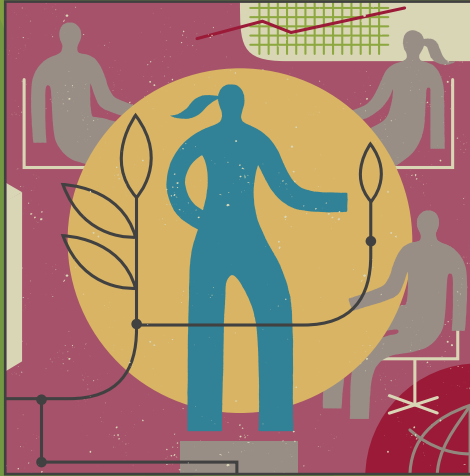
## ACTION PLAN

The steps your client takes toward achieving his or her goals is key to realizing success.

- An Action Plan, using SMART goals, is provided for you to track your client's progress toward achieving EI development goals.
- Take advantage of a consistent, standardized format that is easy to follow for you and your client.



# Leadership Report



## WHEN SHOULD I USE THE EQ-i 2.0 LEADERSHIP REPORT?

The Leadership Report is a self-report that examines EQ-i 2.0 results through four key dimensions of leadership: Authenticity, Coaching, Insight, and Innovation. As an option, client's results can be compared against those of top leaders, creating a coaching benchmark for exceptional EI performance. The leadership report also contains insights on the leadership and organizational implications of your client's results, information about which skills have the highest potential to be leadership derailers, as well as strategies for development aimed to help your client reach his or her true leadership potential.

**Specific applications for this report are:**

LEADERSHIP DEVELOPMENT

EXECUTIVE DEVELOPMENT  
AND COACHING

DEVELOPING HIGH POTENTIALS

SENIOR LEVEL SELECTION AND  
SUCCESSION PLANNING

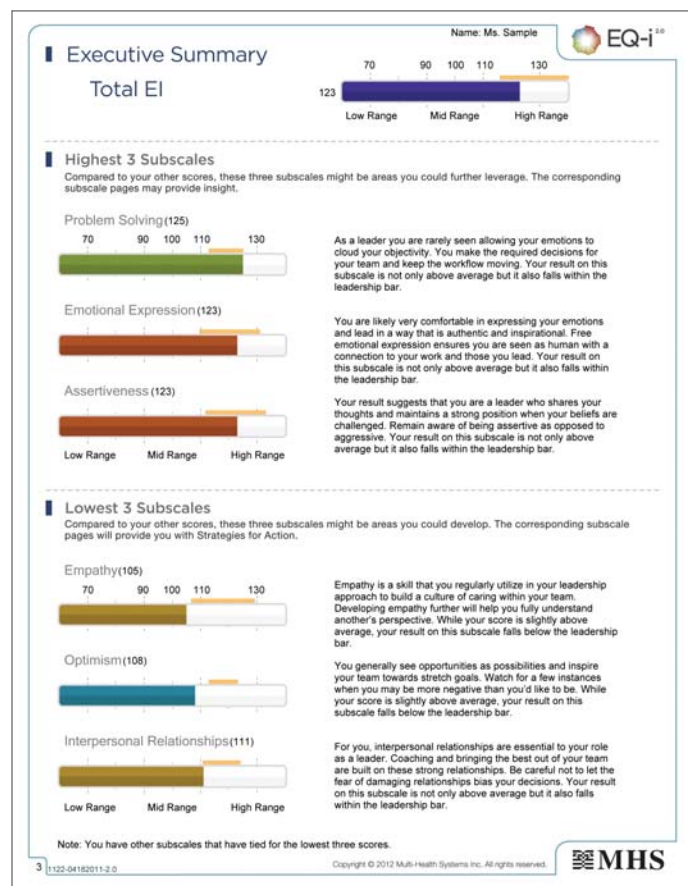
## The EQ-i 2.0® Leadership Report Key Features

In addition to features found in the Workplace Report, the Leadership Report also includes the following:

### EXECUTIVE SUMMARY PAGE

View your client's 3 highest and 3 lowest scoring EI subscales:

- Identify areas in which your client excels and helps fuel organizational and personal performance.
- Flag skills in need of development in order to prioritize strategies for growth.





## LEADERSHIP POTENTIAL PAGE

This section provides you with a leadership lens through which to view your EQ-i 2.0 results. A leader who embodies higher EI through the 4 key dimensions of leadership is more likely to increase work satisfaction, create trust, and foster organizational commitment and loyalty.

- If the Leadership Potential page is turned on, graphical icons will appear on every subscale page linking the subscale to the four leadership competencies.
- Leadership derailers section examines how low scores for specific EI skills may particularly hinder leadership success.



## LEADERSHIP BAR

A gold leadership bar appears on the Overview of Results page, and above all bar graphs on every subscale page. This bar represents the range of scores of the top leaders (those who EQ-i 2.0 scores were in the top 50% of the leader sample).

- Using this bar, your client can compare his or her results on the EQ-i 2.0 to those exceptional leaders who demonstrate high EI.
- Focus development efforts in areas where your client scored lower than other leaders, in order to improve leadership capabilities.

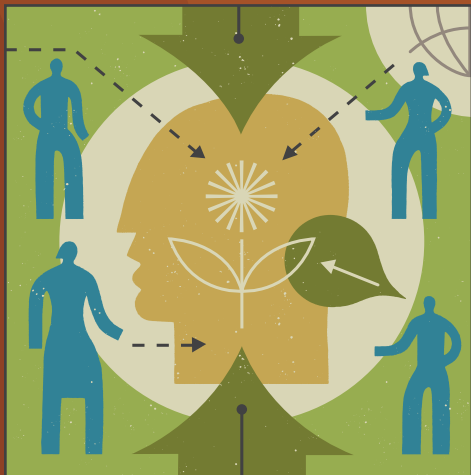


## LEADERSHIP TOPICS

Three current leadership topics are explored using the EQ-i 2.0 model. These optional topics can be selected depending on organizational leadership issues. We've researched trending topics like conflict resolution and multi-generation workforces to show the connection between EI and the challenges your clients are dealing with every day.



# The EQ360<sup>®</sup> Report



## WHEN SHOULD I USE THE EQ360 REPORT?

The EQ360 Report provides an in-depth analysis by having those who work with your client and know your client personally provide feedback in addition to your client's self-assessment. Allowing for unlimited raters (Managers, Peers, Direct Reports, Friends and Family), these observer ratings are compared with the self-assessment in order to provide your client with a 360° view of his or her effectiveness. This allows your client to see areas of strengths and blind-spots as seen through the eyes of their rater groups, providing opportunities for development.

**Specific applications for this report are:**

**INDIVIDUAL & LEADERSHIP DEVELOPMENT**

**SUCCESSION PLANNING**

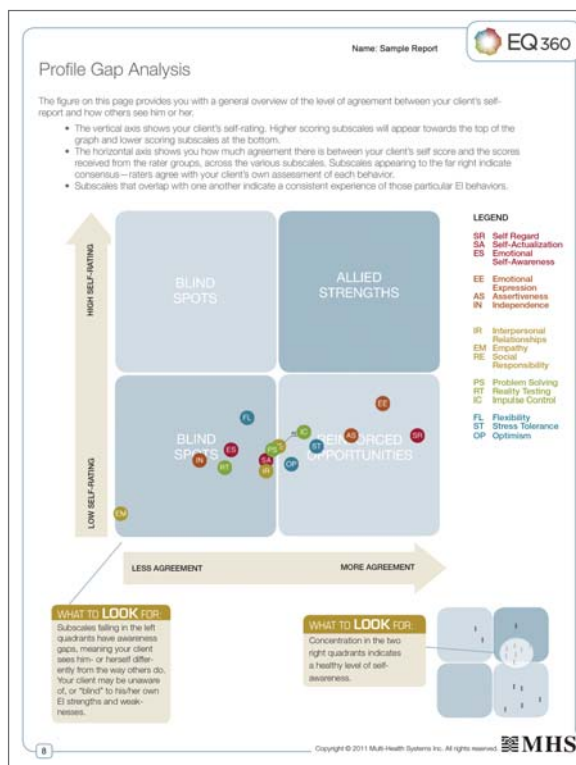
**ASSESSING AND DEVELOPING TOP TALENT**

# The EQ360<sup>®</sup> Report Key Features

## PROFILE GAP ANALYSIS

This innovative interpretation tool identifies blind spots, allied strengths, and developmental opportunities – all in one place.

- Save hours of interpretation and preparation time reviewing raters' responses and graphs.
- The Profile Gap Analysis can easily highlight where raters agreed with the individual's assessment and where they did not, in one snapshot.



## EASY ADMINISTRATION AND SUPPORT

The EQ360 multi-rater report is completely aligned with the EQ-i 2.0 self-assessment providing a seamless user experience.

- Both use the same EQ-i 2.0 model.
- Import EQ-i 2.0 reports directly into the EQ360.
- Add your own custom, open-ended questions relevant to the organizational goals, situations, and desired outcomes.

## RATER RESPONSE SUMMARY

A one-page summary of all responses – easy to interpret and understand.

- No need to flip pages to find subscale responses. Save time and frustration with this one-page summary of results.



## EACH SUBSCALE INTERPRETED FROM TWO DIFFERENT PERSPECTIVES

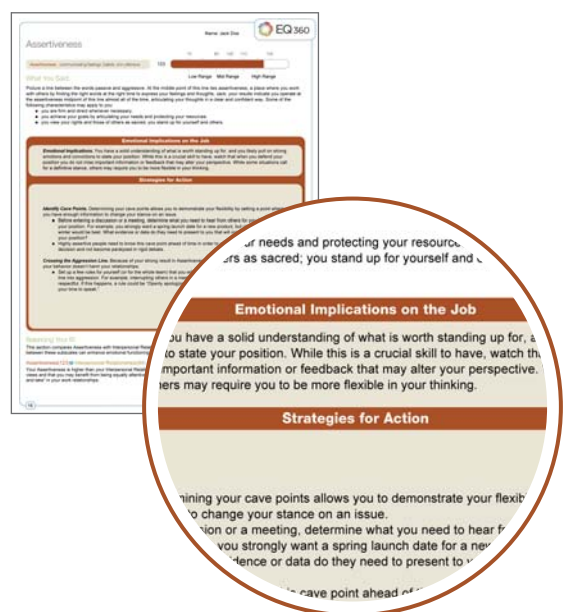
The EQ360 report is designed to allow your client to view both the self-report and rater group results for all fifteen subscales and the Well-Being Indicator.

### SELF PERSPECTIVE

- Strategies for Action – The interpretation and development support section provides relevant strategies for development.
- Balancing Your EI – Understanding the implications of having a balanced EI profile can help your client get to issues and potential solutions faster.

### RATER PERSPECTIVE

- Interpretive Results for the Biggest Gaps and Closest Agreements – Understand where the raters agree and disagree with the self-rating and what the implications might be.



“What does it cost you when your employees are in survival mode rather than thrive mode? What does it cost if they have no access or support to be courageous and creative? Emotional Intelligence assessments address these questions and help identify key areas where you can improve.”

BOB ANDERSON, CEO, 1HERO SPORTS



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## OVERVIEW OF EACH SUBSCALE

Information about each subscale is compiled onto a single page enabling you to see detailed information regarding the group's subscale score and response tendencies, along with implications and developmental strategies associated with the group's subscale score.

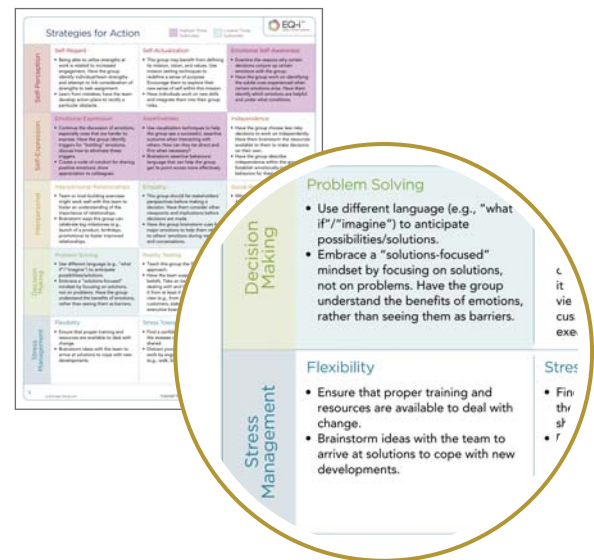
- Implications and strategies are specifically focused on the effects that group EI scores have on either a group's immediate work environment or on the organization as a whole.
- Includes a download graphs feature: download bar graphs as an image file for inclusion in your group feedback coaching materials.
- Each EI skills page shows the distribution of scores for the group, allowing you to see trends not as noticeable when using averages alone.



## STRATEGIES FOR ACTION

This page provides recommended strategies:

- Use as a tool to gain group members' commitment to agreed upon action plans.
- The 3 highest and 3 lowest EI skills are highlighted to showcase strong areas of EI and those skills needing further development.



“Leaders who have a sensitivity to relationships and do a good job of building relationships have something beyond business skills that help organizations succeed. They have highly developed, emotionally-intelligent behaviors.”

ROGER PEARMAN, FOUNDER AND CEO, LEADERSHIP PERFORMANCE SYSTEMS

## ABOUT MHS

A leading publisher of scientifically validated assessments for more than 30 years, Multi-Health Systems Inc. (MHS), was the first to publish a commercially available assessment for Emotional Intelligence.

MHS serves clients in educational, clinical, talent management and public safety settings with products sold in more than 75 countries and translated into over 50 languages.

MHS has been named one of Canada's Best Managed Companies for 2013. The best managed designation is a recognized symbol of excellence for Canadian businesses. Every year hundreds of companies compete for this designation in a rigorous and independent process that evaluates their management skills and practices.



## CONTACT US

For more information about the EQ-i 2.0® Full Suite of Reports, please call **LRT CONSULTING** at (852) 2890 9887 or email us at [info@LRT.com.hk](mailto:info@LRT.com.hk)

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[info.mhs.com/eqireports](http://info.mhs.com/eqireports)

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