



# IMPLEMENTING EQ-I WITHIN YOUR ORGANIZATION

## WHAT IS EMOTIONAL INTELLIGENCE (EI)?

Emotional Intelligence 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. It is a predictor of success in life and at work.

## WHY IS EMOTIONAL INTELLIGENCE IMPORTANT?

While our personalities (behavioral styles) generally remain constant throughout our career and IQ is established early on in our life, our emotional intelligence is constantly evolving. By deploying, analyzing and leveraging the results from an EQ-i report, we can better recognize how we are feeling, which allows us to change our response or influence it. The slogan of EQ-i is *Assess. Predict. Perform.*

## WHY EQ-I 2.0 (FROM MHS)?

Deploying EQ-i 2.0 is a valuable method for delivering on the “3 Rs” (Retention, Results, Renewal) in the workplace. Numerous studies show the value of creating an EI culture in organizations, as well as when individuals develop and call on their EI skills in their day-to-day work. EQ-i is the first scientifically validated measure of EI and is coupled with research from premier organizations to ensure accuracy.

## WHAT ARE YOUR OPTIONS WITH EQ-I 2.0?

Learning Curve Consultants can deploy three variations of the tool within your organization:

### EQ-i 2.0

- > Total EI score
- > Score for all 5 Scales
- > Score for all 16 Sub Scales
- > Information on Balancing EI

### EQ-i 2.0 (Leader Version)

*All EQ-i 2.0 features plus:*

- > Leader-oriented descriptions and actions
- > Leader norm comparison
- > Leadership Potential analysis across 4 dimensions

### EQ-i 2.0 (360 Version)

*All EQ-i 2.0 leader features plus:*

- > Profile Gap Analysis
- > Rater response comparison
- > Implications on the job
- > Strategies for action
- > Biggest gap/closest agreement



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