

Types of EQi 2.0 Reports

EQi 2.0 Workplace Report

This report gives the basic five composite scales and 15 subscales of emotional intelligence. It provides insights on each of the fifteen subscales comparing participant responses against a normative sample in North America/Canada. Several other norm groups have now been made available for over six other countries and the list is growing. Options include a development planning tool and an EQ balancing section, designed to help demonstrate the importance of one emotional competency balancing another (ie. empathy and assertiveness).

EQi 2.0 Leadership Report

The Leadership Report examines EQi 2.0 results through four key dimensions of leadership:

- **Authenticity** - An authentic leader serves as a role model for moral and fair behavior. A transparent approach commands esteem and confidence from employees.
- **Coaching** - A leader who coaches effectively is seen as a mentor who supports employee growth. Employees are nurtured towards achieving their highest levels of performance.
- **Insight** - A leader provides insight by sharing a purpose and hopeful vision for colleagues to follow. Employees are compelled and inspired to exceed goals.
- **Innovation** - An innovative leader focuses on taking risks, spurring colleagues' ingenuity and autonomous thought. Knowledge is valued and challenges are viewed as learning opportunities.

As an option, you can choose to compare your client's results against those of top leaders, creating a coaching benchmark for exceptional EQ performance. The leadership report also contains insights on the leadership and organizational implications of your clients' results, as well as strategies for development aimed to help your client reach his or her true leadership potential.

The EQi 2.0 Group Report

The EQi 2.0 Group Report combines the EQi 2.0 scores of individuals in a manner that allows you to make interpretations at the group or team level. This report presents an overview of group results that identifies group strengths as well as the areas where the group as a whole can be more effective. Furthermore, the EQi 2.0 Group Report discusses the organizational implications of a group's emotional intelligence (EQ) score and recommends strategies for action that can further develop the group's potential.

EQ 360 Report

This comprehensive multi rater instrument measures the same 15 EQ competencies from the perspectives of self, direct reports, peers, boss and others. The Report highlights gaps and areas of agreement in a way to quickly highlight the varying perceptions of the participant's leadership. A comprehensive summary is provided for each of the fifteen competencies, as in the Workplace Report, and leads to a robust development planning discussion through a debrief with a certified EQi consultant. There are also several standard open ended narrative questions which can be added, as well as customized questions.

EQi 2.0/EQ 360 Certification Agenda

The 2-day certification in the EQi 2.0 and EQ 360 is offered in a blended format consisting of eLearning and in-class or webinar components.

By the end of the certification program, learners will be able to:

- Describe emotional intelligence and its importance
- Describe the components of the EQi 2.0 and EQ 360 including defining composite scales and subscales
- Understand the science behind the EQi 2.0 and EQ 360
- Interpret an EQi 2.0 and EQ 360 assessment
- Administer the EQi 2.0 and EQ 360
- Follow a structured approach to prepare for a feedback session
- Demonstrate the ability to conduct an effective assessment debrief session
- Explain the benefits of EI to their client groups
- Describe how EI applies to different disciplines
- Identify resources available post-certification
- Assess which report type is appropriate for their client

Module 1: EQi Overview

eLearning module

Learners will be able to:

- Define EI
- Articulate what EI is not
- Explain the evolution and importance of EI
- Demonstrate understanding of the EQi 2.0 framework
- Demonstrate understanding of composite scales and subscales including definitions of high and low scores

Module 2: The Science Behind the EQi 2.0: Psychometrics

eLearning module

Learners will be able to:

- Identify response style indicators for the EQi 2.0
- Explain validity and reliability as it pertains to the EQi 2.0
- Describe the mean and standard deviation
- Understand the EQi 2.0 norms

Module 3: Elements of EQi 2.0: Subscales in Action

In-class

Learners will be able to:

- Apply knowledge of subscale definitions to real examples
- Explain how the subscales interact
- Demonstrate what high and low scores look like
- Develop questions based on relationships between subscales
- Demonstrate understanding of relationships between subscales at a high level

Module 4: Interpretation and Giving Feedback

In-class

Learners will be able to:

- Interpret an assessment including identifying the response style indicators
- Demonstrate the components of a best practice feedback debrief session
- Develop questions to lead a feedback debrief discussion
- Understand the ethics of administering the EQi 2.0 and EQ 360
- Practice foundational coaching skills including effective questioning techniques

Module 5: Gaining Buy-In

In-class

Learners will be able to:

- Articulate the different applications of EI among various disciplines
- Access information and case studies demonstrating ROI
- Work through a process in order to gain buy-in for an EI plan internally and externally to an organization
- Highlight the benefits of the EQi 2.0 over other EI assessments
- Identify sponsor resistance and ways to overcome it
- Determine when it is more appropriate to use the EQi 2.0 over the EQ 360 and vice versa

Orientation Modules

Learners will be able to:

- Describe the resources available to them post-certification (e.g. manual, marketing materials, customer service etc.)
- Navigate the Talent Assessment Portal

Overview of 360° Assessments and the EQ 360

eLearning module & In-class

Learners will be able to:

- Describe what a 360° assessment is
- Articulate the benefits of a 360° assessment
- Describe the components of the EQ 360
- Follow the EQ 360 administration process
- Identify response style indicators for the EQ 360
- Understand the EQ 360 norms

Exam - Online after completion of program training

Online

- Online exam to be completed after in-class session, covering all modules and in-class material
- A mark of 70% or higher is required to pass the exam and obtain EQi 2.0/EQ 360 certification.