

## In the long run, EQ trumps IQ

Research has shown that leaders who consistently display in-depth characteristics of emotional intelligence are far more effective in leading others than those who are deemed as technically intelligent leaders, but who possess little, if any, characteristics of emotional intelligence.

### 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.

### 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. The EQi<sup>2.0</sup> allows leaders to measure and understand their EI. Unlike IQ, an individual's EI can be substantially strengthened. The EQi<sup>2.0</sup> is a powerful tool to support:

- Individual leadership development
- Organizational development
- Overall talent management and succession planning efforts
- Selection/recruitment

### Emotional Intelligence ROI—the Proof is in the Results

Specific, measurable results have been realized by organizations who have used the EQi<sup>2.0</sup> in their talent management and leadership development efforts. For example:

**Financial Services Company**—using the EQi for **leadership development** generated smoother transitions to leadership roles; a reduction in training costs; and, better leadership performance. A follow-up survey showed that 100% of respondents stated that knowing their EI strengths and opportunities helped them in transitioning to a higher level role.



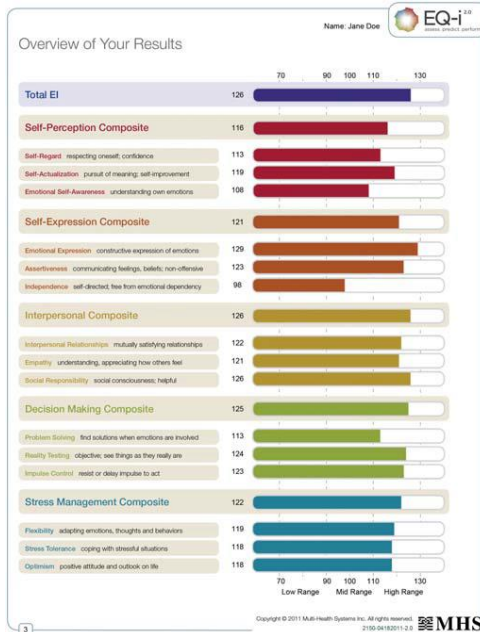
**Telecommunications Company**— using the EQi for **training and coaching** generated a roadmap for leadership success and better performing leaders.

**Fortune 100 insurance company**—using the EQi for **selection and development** generated higher performing employees and decreased attrition rates. Teams with higher EI significantly outperformed their lower scoring counterparts.

## The Report

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

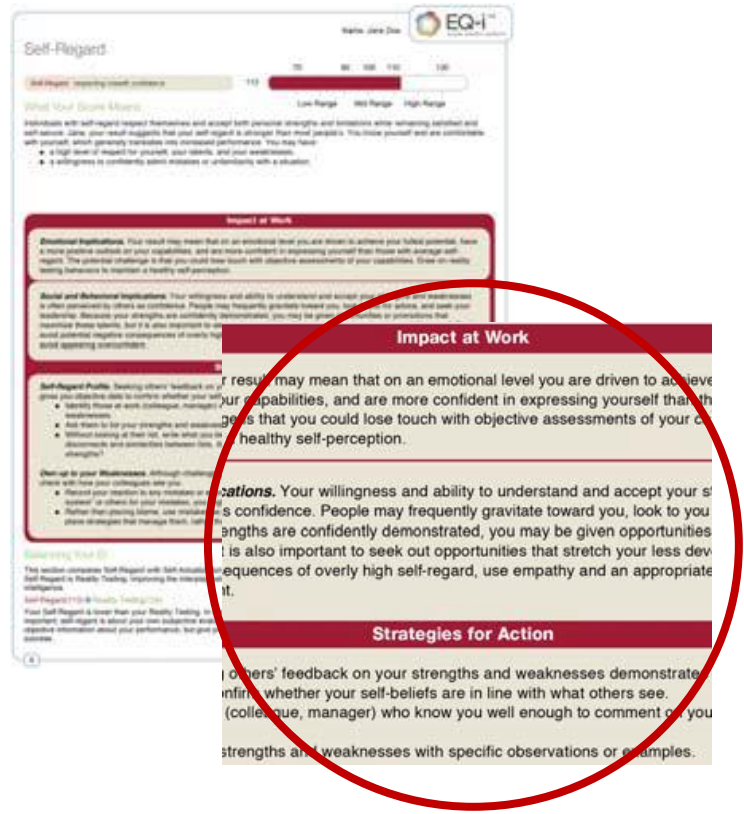
The **Overview of Results** gives your leaders a clear, organized understanding of their strengths and weaknesses in a constructive way.



The **Subscales** provide deeper insight into how each area impacts your leader's work performance (i.e., conflict resolution, change management, teamwork, decision making and more)—with suggested strategies based on individual results.

This provides the foundation for making relevant links between your leader's behaviors

at work and his/her emotional skill set. It provides specific and actionable strategies to drive your leader's success in each subscale. Links between key scales are highlighted to provide deeper insight and focus for development planning.



## Add Robustness to Your Talent Management Efforts

For more information about the EQi<sup>2.0</sup> and how your organization can enhance its talent management efforts, please contact us. With over 25 years of experience in organizational and leadership development; coaching; and, assessments, we can help your leaders reach their true potential.

**We maximize leadership potential.**

Our purpose—our passion—is to build better work places and improve work lives. We do this through our assessment, leadership development, coaching, and talent management services. Our professional coaches bring years of experience working with leaders at all levels across a variety of industries.



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