



EI Insider Report 11 - Volume 2, Issue 3

Major Breakthrough in Organizational Emotional Intelligence!

The **Benchmark of Organizational Emotional Intelligence (BOEI)** has officially been released. This new measure represents a breakthrough in looking at the emotional intelligence of an organization as a whole. It also enables consultants in small firms to easily and professionally provide the kind of service that has typically been the domain of large consulting companies.

The **BOEI** provides consultants and HR departments in large organizations a unique opportunity to diagnose possible problems and begin the appropriate interventions. In the past, training programs and interventions were largely guesswork in terms of what the organization really needed. Now, consultants and the senior executives of the organization can pinpoint where the immediate needs are and set up a plan to intervene.

The **BOEI** offers a means of benchmarking the seven key areas of organizational EI, which include how staff and managers feel about job happiness, compensation, work/life stress management, organizational cohesiveness, supervisory leadership, diversity and anger management, and organizational responsiveness.

For more information on the **BOEI** and how it works, visit <https://www.mhs.com/ecom/product.asp?Cou=USA&AppGrpID=HRC&RptGrpID=BOE&SubAppID=EMO&node=>. To find out more about the how BOEI applies to your organization, contact David Groth at david.groth@mhs.com.

More EI Research

The world's leading measures of emotional intelligence, the **MSCEIT** and **EQ-i**, continue to generate research. Katharine Wilson at Whitman College looked at the relationship between emotional intelligence and risky social behaviors (drinking, unsafe sex, etc.) among college students. Using the MSCEIT, she surveyed 66 college students and asked about a variety of risky behaviors. While there were no relationships between the overall MSCEIT scores and risky behaviors, the MSCEIT Managing Emotions scale was significantly related to the sexual activity scale in males.

The interesting thing here is that the results were in the unexpected direction. That is, males who were better at managing emotions seemed to be more sexually active. The study did not replicate previous findings that showed a negative correlation between EI (measured by MSCEIT) and alcohol and tobacco use. However, this study used a

relatively small sample and there were some results that were just short of being significant.

The EQ Edge Hits #4 on Chart

A recent list of best-selling books in HR by the National Post and Books for Business ranked ***The EQ Edge: Emotional Intelligence and Your Success*** by Steven Stein and Howard Book at #4. In spite of a number of recent imitations, ***The EQ Edge*** is still regarded as one of the best books to introduce people to the concept of EI and how to improve it. If you'd like to purchase ***The EQ Edge***, please visit <https://www.mhs.com/ecom/product.asp?Cou=USA&AppGrpID=HRC&RptGrpID=EMO&SubAppID=EMO&node=>.

The top 5 books, May 16, 2005:

1. In Transition: From the Harvard Business School Club of New York's Career Management Seminar

by Mary Lindley Burton, Richard A. Wedemeyer
HarperCollins

2. Difficult Conversations: How to Discuss What Matters Most

by Douglas F. Stone, Sheila Heen, Bruce Patton
Penguin Books

3. Facilitation at a Glance: Your Pocket Guide to Facilitation

by Ingrid Bens
Goal/QPC

4. EQ Edge: Emotional Intelligence and Your Success

by Steven J. Stein and Howard Book
Multi-Health Systems

5. The Five Dysfunctions of a Team: A Leadership Fable

by Patrick M. Lencioni
John Wiley & Sons

That's all for this issue,

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