



EI Insider Report - Volume 2, Issue 3

## **How International is EI?**

One of the issues that has plagued cognitive intelligence (or IQ) since its early days is the ability of the concept and its various measures to transcend cultures. There is a long history of difficulties in cross-cultural measurement of IQ. There are very few IQ tests that have translated and adapted across multiple cultural groups.

While the EI movement is still young, and there are still competing theories and measures, progress has been made in looking across cultures. There seem to be a number of self-declared “leaders” in the measurement of EI. However, one important aspect of leadership in this area is the number of worldwide adaptations.

Properly adapting a test to another culture involves a number of steps. First, two front translators independently translate the items from English to the target language. These translators are usually professionals who live in the country and/or culture of the target language. Once the initial translations are completed, discussions with regard to inconsistencies must take place so that a composite translation can then be produced.

Once a final translation into the target language has been agreed upon, a minimum of two translators (with a psychology background) must independently back-translate this version into English. The back-translations will be compared and inconsistencies resolved so as to produce a final version. This is then compared to the original English version and inconsistencies are identified and corrected. The entire process must be repeated until all translators judge the items to be identical in content and meaning.

The adapted instrument then gets tested on a pilot sample. Comments are then taken on the ease, usability, and understandability of the items and forms. Finally, a larger scale sample is collected and the results of norms, factor analyses, reliability, etc. are compared to the original version. Sometimes items are dropped or significantly changed as part of the adaptation process.

Here are some of the languages the BarOn Emotional Quotient Inventory (EQ-i®) has been or is being translated into (not all are finalized):

Arabic	Finnish	Iranian/Persian	Russian
Arabic (Egyptian)	French (Euro)	Italian	Serbian
Chinese	French (PQ)	Japanese	Slovak
Croatian	German	Korean	Spanish (Mexican)
Czech	Greek	Norwegian	Spanish (SA)
Danish	Hebrew	Portuguese (Euro)	Turkish
Dutch	Indonesian	Portuguese (Brazil)	

The Mayer-Salovey-Caruso Emotional Intelligence Test (MSCEIT™) has been or is being translated into the following languages:

Bahasa	Finnish	Japanese	Russian
Bulgarian	French (Euro)	Korean	Singapore (Malay)
Chinese	German	Norwegian	Slovak
(Mandarin)	Greek	Polish	Spanish (Euro)
Croatian	Iranian	Portuguese (Euro)	Turkish
Dutch	Italian	Portuguese (SA)	

Ongoing research is investigating how well these adaptations work. More translations are on the way.

## News From SIOP

There were many interesting sessions at this year's Society for Industrial Organizational Psychology meeting in Los Angeles. Several sessions on emotional intelligence included presentations using the MSCEIT and EQ-i.

One interesting presentation discussed testing on the internet. A psychologist had scoured the web for all the online IQ tests he could find and had taken many. His IQ, as measured by these tests, ranged from 85 to 145. The lesson here is relevant for all the EQ tests out there as well. First, you're probably better off not using any EQ test that is available *only* online. Look for tests that have paper and software versions as well—this increases the chances that you are dealing with a legitimate (validated) test. Second, use tests that have *printed* manuals that meet the standards of the American Psychological Association. Most online tests claim to have tested tens of thousands of people, but this data is irrelevant because most of it is provided by people taking the test as a form of entertainment.

In another session at SIOP, Dr. Paul Babiak presented some new data on the Business-SCAN (B-SCAN), a new test of personal and social responsibility for leaders. The B-SCAN is based on Dr. Robert Hare's research on psychopaths. Babiak and Hare are extending their research into corporate leaders and integrity. The SIOP presentation contrasted scores of high functioning managers with convicted economical (white-collar) criminals.

## **New Products**

The **EQ-i Leadership Report** is now available. This report focuses on changeable leadership skills. The report covers organization, people, and process aspects of leadership, as well as four “pillars” of leadership: Participative Leadership, Center and Grounded Leadership, Tough-Mindedness, and the Ability and Willingness to Take Action. Watch for upcoming announcements and pricing details. For more information, please contact Diana Durek at [diana.durek@mhs.com](mailto:diana.durek@mhs.com).

## **Upcoming Events**

### **BarOn EQ-i Certification at Gallaudet University:**

From June 13–15<sup>th</sup>, Gallaudet University will be hosting an EQ-i certification on campus in Washington, D.C. for higher education professionals. The focus will be on using the EQ-i to help students adjust to college. Dr. Jim Parker, coauthor of the EQ-i:YV and a leading expert in this area, will be delivering a two-hour keynote session during which, among other topics, intervention strategies and making use of results within postsecondary settings will be discussed. Stuart Hunter, Director of the National Resource Center for the First-Year Experience, will also be on hand to provide a welcome and introduction.

### **5<sup>th</sup> Annual NexusEQ Conference:**

The 5<sup>th</sup> annual NexusEQ conference, *Leading with Emotional Intelligence: Tools and Wisdom for a Sustainable World*, takes place June 12–15<sup>th</sup> in Holland. Peter Papadogiannis of MHS will be speaking about the new BarOn EQ-i Leadership Report; Diana Durek, also of MHS, will be speaking about the benefits of Star Performer Analysis; and MSCEIT™ coauthor Peter Salovey will be delivering the keynote session, *Science and Hype: The (re)Evolution of Emotional Intelligence*.

Visit [www.nexuseq.com](http://www.nexuseq.com) for conference information and registration, and be sure to stop by the MHS booth in the exhibit area.

### **Developing Emotional Leadership:**

On Friday, June 10<sup>th</sup>, 2005, Marcia Hughes and James Terrell, coauthors of *Emotional Intelligence in Action*, will present a one-day Train the Trainer workshop called *Developing Emotional Leadership*. Participants receive a complete curriculum with a PowerPoint presentation, handouts, and marketing strategies. For more information on future training workshops by their firm, Collaborative Growth, see [http://www.cgrowth.com/Extra\\_Day\\_Training\\_Flyer.pdf](http://www.cgrowth.com/Extra_Day_Training_Flyer.pdf).

That's all for now,

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CEO

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