



Increasingly,
business leaders
are learning the value of
emotional intelligence
and the role it plays
in the workplace.



SIZING UP LEADERSHIP

EQ-i® + U = ROE

Your EQ is yours and yours alone. It is your repertoire of emotional intelligence and social skills for handling the ups and downs of everyday life. Because your EQ can be your greatest springboard to success as a leader—or your greatest downfall—it's important to know where your strengths and weaknesses lie. You can measure your EQ in 30 minutes with the first validated tool designed to assess emotional intelligence, called the Emotional Quotient Inventory (EQ-i®). Just the way you take stock of your financial portfolio, you can take stock of your EQ to develop a robust ROE (return on emotion).

EQ-i® MEASURES LEADERSHIP

The EQ-i Leadership Report, the product of decades of scientific research, provides a framework for leadership and development. Built on a knowledge base collected from thousands of successful leaders and managers, the EQ-i Leadership Report provides a benchmark against which other leaders can be compared, in each of the many facets of effective leadership. To be effective, a leader must be well grounded, tough-minded, able to participate, and able to take action. These four characteristics are called the functional pillars of leadership. At the same time, a good leader gains strength from three "orientations": people, process, and organization.

People Orientation

Assesses a leader's ability to motivate co-workers and work as a team member.

Process Orientation

Measures a leader's ability to get things done, set and attain goals, and meet deadlines.

Organizational Orientation

Identifies the extent to which the leader works effectively in a corporate structure.

**The EQ-i helps you
identify and develop
effective leadership**

HOW EQ-i® MEASURES LEADERSHIP

The EQ-i total score measures and predicts a leader's effectiveness. The various parts of the score, when analyzed, show where a leader's EQ can be leveraged to improve effectiveness, or developed to avoid career derailment. For example, one of the established facets of effective leadership is reality testing, a crucial skill for leaders. When an individual leader's score—in "reality testing," for example—is systematically compared with the established EQ-i benchmark for reality testing, the EQ-i practitioner can assess the effectiveness of the leader in question across a broad emotional spectrum.

WHAT OUR CLIENTS SAY

FEDERAL BUREAU OF INVESTIGATION (FBI)

"EQ-i is one of the most effective tools for self-awareness and one of the most important assessments for leadership. This is a wonderful tool to identify emotional and social intelligence. I highly recommend it." *Tim Turner, Supervisory Special Agent, FBI*

NATIONAL TELECOMMUNICATIONS PROVIDER

When a telecommunications giant implemented a tailored EQ-i program, the results showed that the predictive test for leadership competency was accurate 9 times out of 10.

ONTARIO PRINCIPALS' COUNCIL (OPC)

A recent study using EQ-i was conducted among school administrators from nine Ontario school boards. Survey results showed that the leaders with higher EQ-i scores were also perceived by their peers to be the more successful administrators. Therefore, the total EQ-i score was a significant predictor of successful school administration. The results demonstrate the high degree to which EQ-i can predict which leaders will be the most successful. And, where development is necessary, the results also suggest how the program could best be tailored to the environment in question. *Report on the Ontario Principals' Council Leadership Study, 2005*

**To find out how you too can identify leadership success,
contact us today.**