TRAINING AND DEVELOPMENT MATERIALS PLAN

The EQ Leader provides an evidence-based model for exceptional leadership, and a four-pillar roadmap for real-world practice. Data collected from thousands of the world's best leaders—and their subordinates—reveals the keys to success: authenticity, coaching, insight, and innovation. By incorporating these methods into their everyday workflow, these leaders have propelled their teams to heights great enough to highlight the divide between successful and not-so-successful leadership. This book shows you how to put these key factors to work in your own practice, with clear examples and concrete steps for improving skills and competencies. New data from the author's own research into executive functioning describes the neurological aspects of leadership, and a deep look at the leaders of tomorrow delves into the fundamental differences that set them apart—and fuel their achievement.

The EQ Edge: Emotional Intelligence and Your Success, Third Edition, Revised & Updated
Steven J. Stein, Ph.D. & Howard E. Book, M.D.

Make Your Workplace Great: The 7 Keys to an Emotionally Intelligent Organization
Steven J. Stein, Ph.D.

"Leaders who have a sensitivity to relationships and do a good job of building relationships have something beyond business skills that help organizations succeed. They have highly developed, emotionally-intelligent behaviors."

ROGER PEARMAN, FOUNDER AND CEO,
LEADERSHIP PERFORMANCE SYSTEMS

The EQ-i 2.0 results in

Impulse Control showcased their restraint and composure while Self-Actualization indicated that the group found their work meaningful, were motivated and sought new challenges. This trait is tied into many leadership competencies, such as being authentic, willing to coach others and providing a meaningful vision for others to follow. Unanimous areas of weakness within this group were Emotional Expression, Empathy and Emotional Self-Awareness. Lower Empathy scores suggest that the group may not take the time to understand each other and the focus should be to be mindful of some issues that their peers may be sensitive towards. Emotional Expression skills can be honed by identifying instances where someone chooses not to express their feelings and being able to recognize why. Emotional Self-Awareness can be accomplished by asking for feedback from trusted colleagues about how emotions have affected them in the past. The results of the in-depth report were used to revise their company Leadership Development Program to continually improve EI competencies.

For more information about the EQ-i 2.0® Full Suite of Reports, please call **1 800 456 3003** or email us at **growyourbusiness@mhs.com**. **TO DOWNLOAD SAMPLE REPORTS, PLEASE VISIT info.mhs.com/eqireports**

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MHS® ASSESSMENTS

How can EI help teams to work more cohesively?

EQ-i 2.0®
GROUP REPORT

EI in Action: Leadership

Oklahoma Gas & Electric (OGE)

implemented the EQ-i 2.0 by dividing the company into five groups: Executives, Directors, Managers, Supervisors, and Employees. The findings were very beneficial in understanding company dynamics and shed light on certain areas of improvement. The overall emotional intelligence scores, although not a cause for concern, showed some interesting things to the OGE group . All average self-report scores for each group fell within the Average or High range with Executives rating themselves higher than Employees in EI. The top results of the group on both self-report and rater-feedback scores were Problem Solving, Impulse Control and Self- Actualization. These scores are beneficial in a corporate setting because those who possess a high Problem Solving score tend to tackle problems head-on without getting distracted by their emotions and it's a crucial skill towards certain leadership traits and is correlated with transformational leadership behaviors.

see back ➤

MHS® ASSESSMENTS

EQ-i 2.0®
assess. predict. perform.
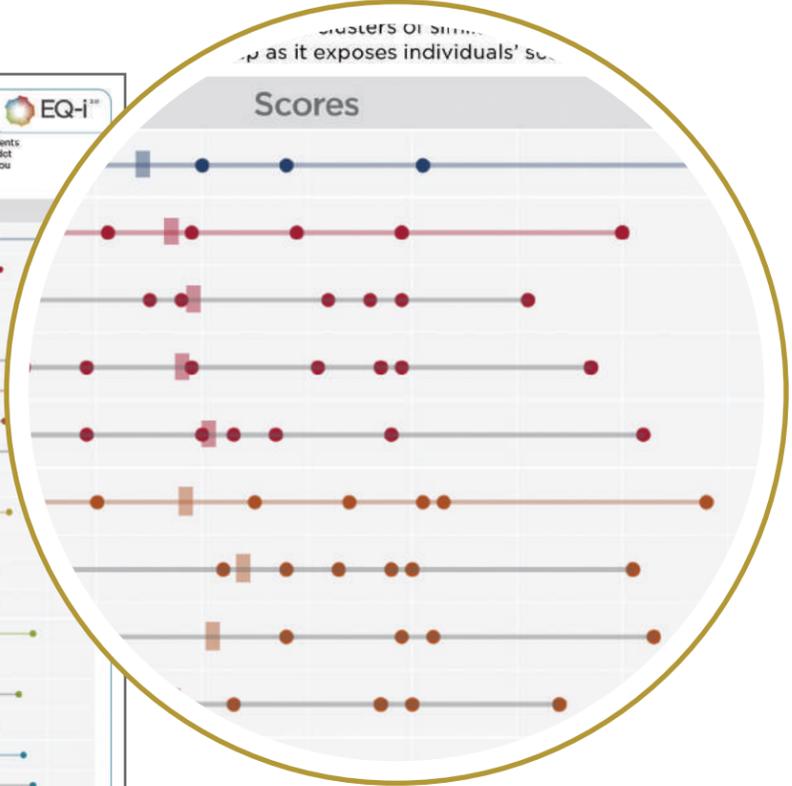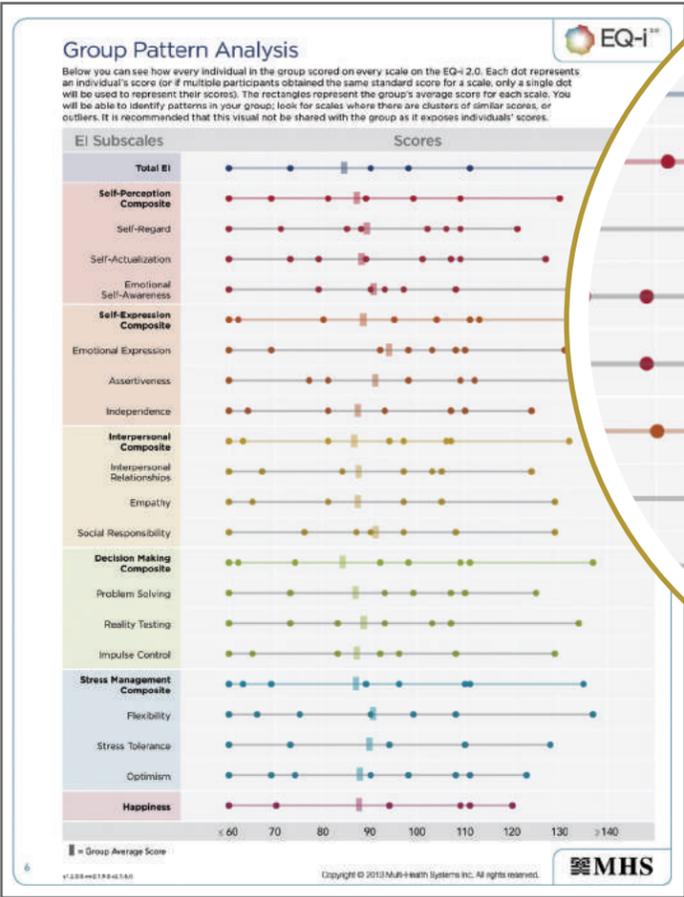
GROUP PATTERN ANALYSIS PAGE

View the relationship between individual scores and group averages in a visually appealing and easy to interpret graph.

- This page provides a visual representation of the spread of scores, which describes how close or far apart each individual group member's score is to the group's average score.
- Easily identify EI patterns in the group, helping you determine which common skills need further development.

WHEN TO USE THE EQ-i 2.0 GROUP REPORT?

Regardless of whether a group works harmoniously with great collaboration and cohesion, or finds itself with conflicting opinions and strategies that can affect the balance of a group, this report can be used when looking for deeper insights into a group's strengths as well as areas where the group can be more effective. Implications at an organizational level can be examined and strategies for action can further develop the group's potential. The EQ-i 2.0 Group Report combines the scores of individuals that take the assessment in a manner that enables interpretation at a group or team level.
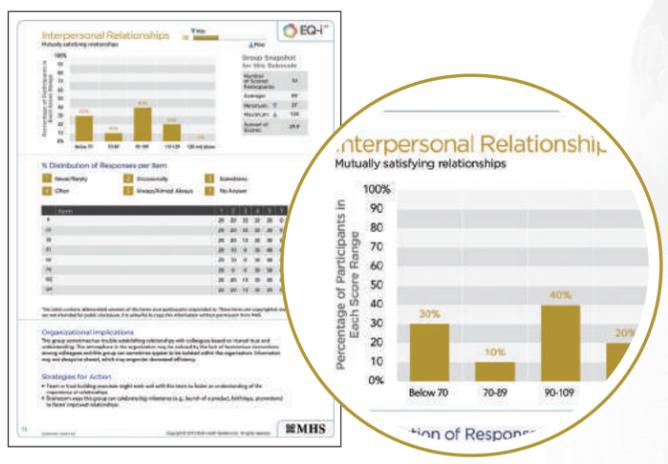

OVERVIEW OF EACH SUBSCALE

Information about each subscale is compiled onto a single page enabling you to see detailed information regarding the group's subscale score and response tendencies, along with implications and developmental strategies associated with the group's subscale score.

- Implications and strategies are specifically focused on the effects that group EI scores have on either a group's immediate work environment or on the organization as a whole.
- Includes a download graphs feature: download bar graphs as an image file for inclusion in your group feedback coaching materials.
- Each EI skills page shows the distribution of scores for the group, allowing you to see trends not as noticeable when using averages alone.

Easily download and drop graphs from the report into PowerPoint presentations
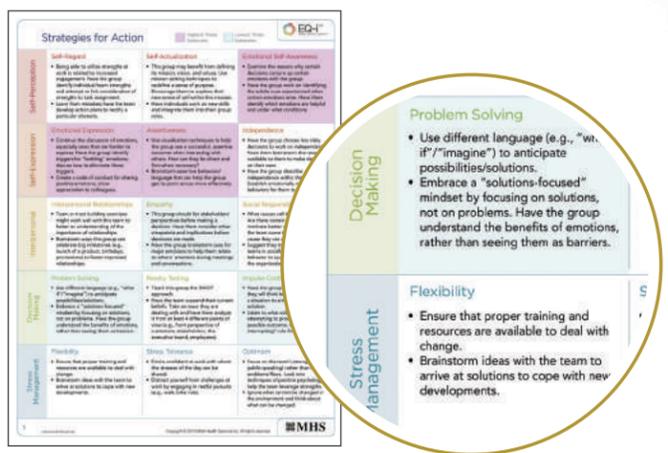
STRATEGIES FOR ACTION

This page provides recommended strategies:

- Use as a tool to gain group members' commitment to agreed upon action plans.
- The 3 highest and 3 lowest EI skills are highlighted.

SPECIFIC APPLICATIONS FOR THIS REPORT ARE:

→ **PROVIDING GROUP OR TEAM FEEDBACK ON EQ-i 2.0 RESULTS**

→ **TEAM BUILDING**

→ **IMPROVING GROUP DYNAMICS**

→ **PROVIDING AN ORGANIZATIONAL SUMMARY OR REPORT OF AN EQ-i 2.0 PROGRAM**