

Features	Leadership EQ 360 Report	Workplace EQ 360 Report
360 Degree Feedback	✓	✓
Profile Gap Analysis	✓	✓
Rater Response Summary	✓	✓
Leadership Bar*	✓	
Leadership Potential Information*	✓	
Executive Summary*	✓	

* See pages 10 & 11 for feature description



continued from page 19

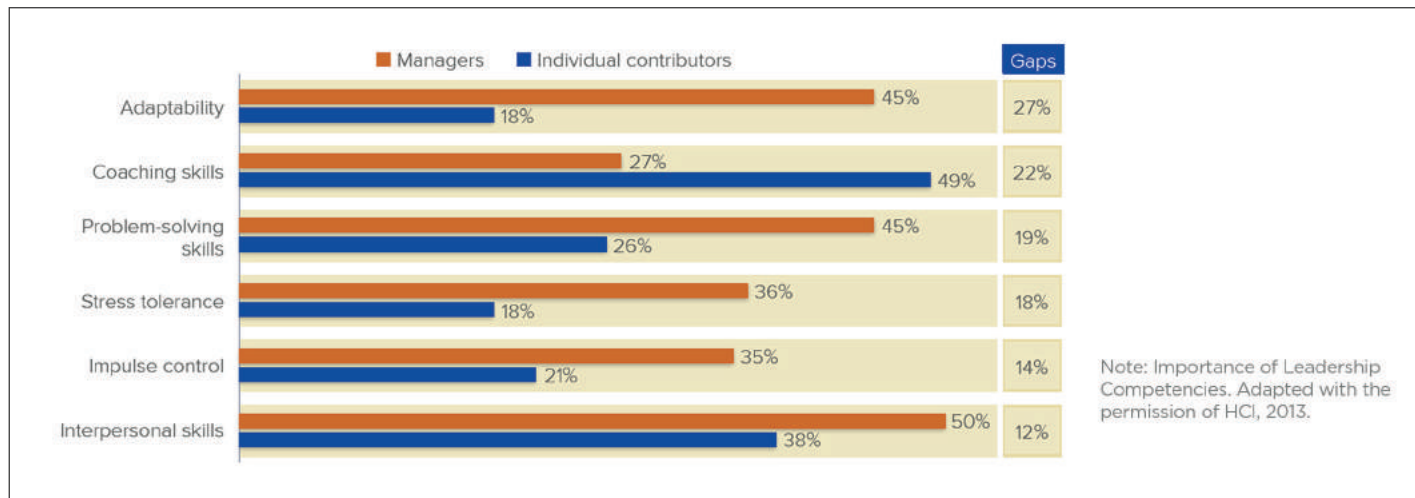
The tool used to provide

further insight was the *EQ 360 Leadership Report*, where based on the results, two critical areas required attention - Emotional Awareness and Self-Expression. By being able to leverage normative data from a scientifically validated tool that pulled from peer, subordinate, and supervisor input, Alberta Energy was able to introduce a formal leadership program that lead to developmental opportunities in the areas of stress-management and resiliency, among other key areas.

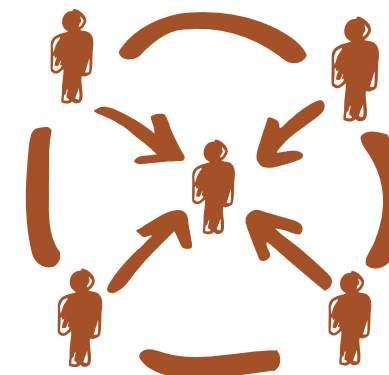
MANAGERS AND INDIVIDUAL CONTRIBUTORS DON'T ALWAYS SEE EYE-TO-EYE WHEN IT COMES TO EI

According to an HCI Research study conducted in partnership with MHS Inc., a key research insight found that individual contributors and managers disagree about what leadership behaviors are most important in today's environment. While managers feel coaching skills are not very important, nearly twice as many individual contributors surveyed disagree.

Adaptability, problem solving, and stress tolerance are also behaviors with the largest gaps in perceived importance between individual contributors and managers. To download the full research study, go to info.mhs.com/glstudy (*Leadership and Emotional Intelligence: The Keys to Driving ROI and Organization Performance*, 2013).



How can EI help our company manage a four generation work force?



EI in Action: EQ 360

Alberta Energy employs

thousands of workers, while overseeing the development and wise use of the province's energy and mineral systems. Its multi-generational, highly-diverse Executive Team identified a need to address old and new perspectives, while encouraging "thought leadership". To do this, an Emotional Intelligence Workshop was introduced with two cohorts of experienced Managers, Vice-Presidents, and Directors, with 100 participants in total. Through initial discussion, a few key problems were identified - a lack of trust, and a general apprehension within the Executive team. These two areas lend themselves to subjective interpretation, challenging conversations and sometimes combustible outcomes.



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

KEY FEATURES

LEADERSHIP EQ 360 REPORT WORKPLACE EQ 360 REPORT



- LEGEND**
- SR Self Regard
 - SA Self-Actualization
 - ES Emotional Self-Awareness
 - EE Emotional Expression
 - AS Assertiveness
 - IN Independence
 - IR Interpersonal Relationships
 - EM Empathy
 - RE Social Responsibility
 - PS Problem Solving
 - RT Reality Testing
 - IC Impulse Control
 - FL Flexibility
 - ST Stress Tolerance
 - OP Optimism

PROFILE GAP ANALYSIS

This innovative interpretation tool identifies blind spots, allied strengths, and developmental opportunities.

- Save hours of interpretation and preparation time reviewing raters' responses and graphs.
- The Profile Gap Analysis can easily highlight where raters agreed with the individual's assessment and where they did not, in one snapshot.



LEADERSHIP EQ 360 REPORT



WORKPLACE EQ 360 REPORT

EQ 360 Reports provide in-depth analyses by having those who work with your client and know your client personally provide feedback in addition to your client's self-assessment. Allowing for unlimited raters (Managers, Peers, Direct Reports, Friends and Family), these observer ratings are compared with the self-assessment in order to provide your client with a 360 degree view of his or her effectiveness. These reports are designed to provide valuable insight and opportunities for development.

WHEN TO USE THE LEADERSHIP EQ 360 REPORT?

When looking at a potential, new, or existing leader within an organization, it is not only important to gain an understanding of their performance in the workplace; but also for them to gain insights into their performance as a leader by peers, direct reports and supervisors. Similar to the Workplace EQ 360, the Leadership EQ 360 Report allows for an unlimited number of raters to provide feedback and provides insights into opportunities for development. The Leadership 360 report lends itself well to a follow-up with the same group of evaluators to compare results and track progress.

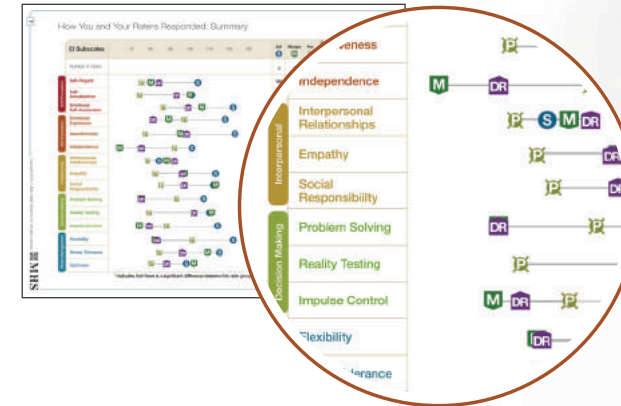
WHEN TO USE THE WORKPLACE EQ 360 REPORT?

When working in an organization, it's important to be cognizant of the impact of one's actions on colleagues. The EQ 360 report offers an in-depth analysis by having those that work with an individual and know them personally provide feedback in addition their self-assessment to provide a 360 degree view of his or her effectiveness and EQ competencies. This report can be used for results specific to a workplace context, enabling career and organizational development. It identifies blind spots, strengths, and developmental opportunities in the workplace. The Workplace 360 report lends itself well to a follow-up with the same group of evaluators to compare results and track progress.

EASY ADMINISTRATION AND SUPPORT

The EQ 360 multi-rater report is completely aligned with the EQ-i 2.0 self-assessment providing a seamless user experience.

- Both use the same EQ-i 2.0 model.
- Import EQ-i 2.0 results directly into the EQ 360.
- Add up to five custom open-ended questions relevant to organizational goals, situations, and desired outcomes.



RATER RESPONSE SUMMARY

A one-page summary of all responses - easy to interpret and understand.

- No need to flip pages to find subscale responses. Save time and effort with this one-page summary of results.

EACH SUBSCALE INTERPRETED FROM TWO DIFFERENT PERSPECTIVES

The EQ 360 report is designed to allow your client to view both the self-report and rater group results for all fifteen subscales including the Well-Being Indicator.

SELF PERSPECTIVE

- Strategies for Action - The interpretation and development support section provides relevant strategies for development.
- Balancing Your EI - Understanding the implications of having a balanced EI profile can help your client get to issues and potential solutions faster.

RATER PERSPECTIVE

- Interpretive Results for the Biggest Gaps and Closest Agreements - Understand where the raters agree and disagree within the ratings, and what the implications might be.



Emotional Implications on the Job

You have a solid understanding of what is worth standing up for, and to state your position. While this is a crucial skill to have, watch the important information or feedback that may alter your perspective. Raters may require you to be more flexible in your thinking.

Strategies for Action

Training your cave points allows you to demonstrate your flexibility to change your stance on an issue. At a meeting, determine what you need to hear from your manager. If you strongly want a spring launch date for a new product, what evidence or data do they need to present to you to move your point ahead?



Raters Said:

Raters all rated you differently than you rated yourself. The biggest gap was from your self-assessment.

Biggest Gap

The rater group whose score is most different from your self-assessment is YOUR MANAGER.

How your MANAGER rated you:

The gap between how you and your manager rated you is less independent than you believe could appear to be heavily based on your Manager(s). It may be worth expecting; perhaps what you believe and validation by your Manager(s) and becoming overly dependent, lower than you did yourself on your ability to be more independent.