

EQ-i^{2.0} and EQ360

Emotional Intelligence:

I am certified to administer and interpret the EQ-i 2.0 and EQ-i 360 assessment. Emotional Intelligence is a set of social and emotional skills that collectively establish how well we perceive and express ourselves, develop and maintain social relationships, cope with challenges, and make decisions. The EQ-i 2.0 is an assessment tool that allows people to better know and understand themselves and use that knowledge to focus on and fuel an effort to grow and develop professionally and personally.

There is a lot of research on emotional intelligence (EI) and its connection to effective, transformative leadership. Here is a brief [article](#) that highlights the importance of strong EI. The great thing is - these are all skills that can be developed and strengthened.

OVERVIEW

A critical piece of the popular explosion of Emotional Intelligence tools, books and resources that came out of the late 1980s and 1990s, MHS's EQ model offers sixteen elements of psychological well being and emotional health. The EQ-i^{2.0} is a 133-question self-reporting tool that allows participants to explore the role that each of the elements of the model plays in their own lives—having their answers compared to those of a norm group. The EQ360 allows participants to invite outside raters to give feedback on the same sixteen elements.

THEORY

Model of Emotional Intelligence formulated by MHS, based initially on the work of clinical psychologist, Reuven Bar-On, Ph.D.

WHEN TO USE THE EQ TOOLS

- The EQ-i^{2.0} is the most popular of all Emotional Intelligence tools—unique in that it offers a reliable and valid self-report.
- The EQ-i^{2.0} model is actionable: MHS's EQ model details sixteen elements of general psychological well being and emotional health—each one of these EQ elements relates to easily understood and engaged behaviors and habits.
- The EQ-i^{2.0} offers a rich portrait (EQ-i^{2.0} is a self-portrait and the EQ360 is a portrait compiled by feedback from third-party raters) of general emotional health and well being that offers participants countless opportunities to better understand self and improve their effectiveness and development.

DRAWBACKS OF THE EQ TOOLS

- The EQ-i^{2.0} is often misinterpreted: The most common way to interpret trait-based, standardized scores is to conclude that high scores reflect more refined skills and low scores reflect a lack of development. This is not necessarily true, and this over-simplified approach contributes to participants feeling stung or harshly assessed by this tool.
- The EQ-i^{2.0} requires time: The EQ-i^{2.0} (and even more so the EQ360) defies quick administration and feedback. The sensitivity of this instrument and the possibility it presents for misinterpretation and personal deflation or de-motivation require a careful and deliberate personal feedback process to make sure that the EQ-i^{2.0} model is understood and the EQ report form is accurately interpreted.



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