

## The Emotional Intelligence Appraisal® – Self Edition

### There Is More Than IQ...

Emotional intelligence (EQ) is one of the most important skills we possess. It is more important for job performance than IQ, experience, or technical ability for any job at any level. Studies across industries show that EQ predicts job performance 2 to 1 over any other skill.

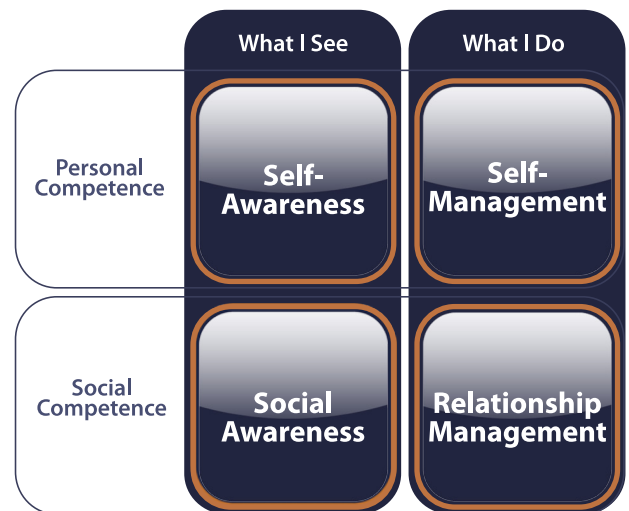
Emotional intelligence is the ability to recognize, understand, and use your emotions effectively. It is seen in what we do and say each day and how we interact with others. Unlike your IQ, your EQ is a fluid skill that can be greatly improved through increased awareness and commitment to change.

The Emotional Intelligence Appraisal is the premier measure of emotional intelligence and helps people develop their skills by delivering constructive feedback and effective strategies for improvement.

### What It Measures

The Emotional Intelligence Appraisal was developed around a skill-based model of emotional intelligence that is intuitive and easy to apply in the real world. The four skills of this model are based on the connection between what you see and what you do with emotions, both personally, and in the presence of others. Along with an overall EQ score, the skills measured by the Emotional Intelligence Appraisal include Self-Awareness, Self-Management, Social Awareness, and Relationship Management.

The Emotional Intelligence Appraisal captures an individual's EQ quickly and accurately and provides simple recommendations that are customized to fit each user's results. The easy-to-interpret report offers feedback on overall emotional intelligence and the 4 core skills.



### Validation and Research

The Emotional Intelligence Appraisal is held to the strictest research standards in its design and validation. Over the last decade, a database of hundreds of thousands of responses has been compiled and analyzed with the following results:

1. Reliabilities for the four skills are very strong, yielding coefficient alphas ranging from 0.79 to 0.92.
2. The EQ skills measured are significant indicators of job performance, with regression analyses yielding significant results at the 0.001 level.
3. Studies across industries and the globe support the appraisal's validity and its ability to measure EQ accurately, in a brief format (just 28 questions). Most similar measures unnecessarily average more than 100 questions and fatigue the participant.

For more information on EQ assessments go to <https://www.talentsmarteq.com/assessments/>