

The Emotional Intelligence Appraisal®  
**Multi-Rater & 360° Editions**

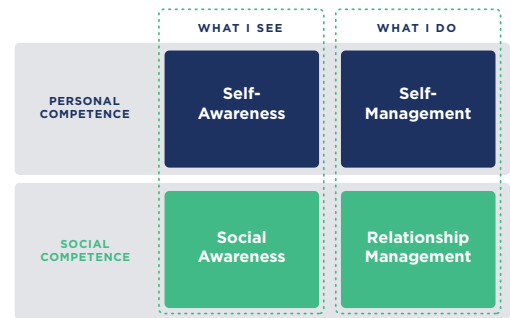


Emotional intelligence (EQ) is the ability to recognize, understand, and use your emotions effectively.

Unlike regular intelligence (IQ), EQ is a skill that can be improved through increased awareness, practice, and a commitment to change. Feedback from others is the most effective way to increase your awareness and show you what you need to improve. The four components of the emotional intelligence model are based on the connection between what you see and do with emotions personally, and in the presence of others. The skills measured by the Emotional Intelligence Appraisal include Overall EQ and the four core skills: Self-Awareness, Self-Management, Social Awareness, and Relationship Management.

The Best Measure of EQ

The Emotional Intelligence Appraisal—Multi-Rater (EIA-MR) and 360° (EIA-360°) editions provide a dynamic assessment of emotional intelligence. The most accurate measure of any individual's EQ comes from those who see him/her in action every day. The Emotional Intelligence Appraisal-MR and 360° editions capture this information quickly and accurately, saving participants valuable time.



The ability to receive anonymous feedback from those you work with is a huge asset in increasing your EQ. The EIA-MR and EIA-360° make this process easy by providing feedback that is clear, constructive, and easily accessible.

Validation and Research

The Emotional Intelligence Appraisal is held to the strictest research standards in its design and validation. 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 test's validity and its ability to measure EQ accurately, in a brief format (just 28 questions). Most measures unnecessarily average more than 100 questions and fatigue the participant.

# The Emotional Intelligence Appraisal® Multi-Rater & 360° Editions

## Two Options to Suit You

The Emotional Intelligence Appraisal—Multi-rater (EIA-MR) and 360° (EIA-360°) editions measure emotional intelligence using the same 28 items and two open-ended questions, and compare self-scores to the scores of the raters—but differ in how results are presented.

Features	EIA MR	EIA 360°
28 items plus 2 open-ended questions	✓	✓
Feedback from everyone as a single group	✓	✓
Feedback from multiple, customizable rater groups		✓
Skill scores bar chart	✓	✓
Skill scores bar chart with rater group breakdown		✓
Item-by-item accuracy scores	✓	✓
Item-by-item accuracy scores with breakdowns by the group		✓
Gap scores	✓	✓
Top 3 Gap scores by rater group		✓
Top 3 and bottom 3 behaviors	✓	✓
Top 3 and bottom 3 behaviors by rater group		✓

## 1 MULTI-RATER (EIA-MR) EDITION SELF VS. OTHERS COMBINED

A unique assessment that compares how you see your behavior (self-scores) to how everyone else sees your behavior (others' scores) including:

- ✓ Feedback from everyone as a single group
- ✓ Skill scores bar chart
- ✓ Accuracy pie chart
- ✓ Item-by-item gap scores
- ✓ Top 3 and bottom 3 behaviors
- ✓ Open-ended comments

## 2 360° (EIA-360°) EDITION SELF VS. 4 RATER GROUPS

A true 360° assessment including:

- ✓ Feedback from up to four customizable rater groups
- ✓ Extended skill score bar charts
- ✓ Accuracy pie chart
- ✓ Item-by-item gap scores with breakdowns by rater group
- ✓ Top 3 gap scores by rater group
- ✓ Top 3 and bottom 3 behaviors by rater group
- ✓ Open-ended comments

### Why Use the Multi-Rater Edition?

- ✓ You're seeking robust and specific feedback from other people (all others combined).
- ✓ You don't want the feedback recipient getting distracted by differences of opinion between rater groups.
- ✓ You don't meet rater group size requirements.
- ✓ You don't need to identify differences between how your raters view you.
- ✓ You need to keep costs down.

### Why Use the 360° Edition?

- ✓ You're seeking robust feedback from specific rater groups.
- ✓ You want to understand the unique perspectives of different rater groups.
- ✓ You meet rater group size requirements.

# The Emotional Intelligence Appraisal®

## Multi-Rater & 360° Editions

### Administering the Assessment

No certification is required to use the Multi-Rater or 360° Edition

TalentSmart's survey platform offers a seamless experience for gathering feedback and managing assessments. Both editions allow up to 50 people per rater category to provide anonymous feedback on EQ skills. The administration page enables setting deadlines, adjusting reminder frequencies, and accessing reports. Administrators can decide when to release reports to participants or coaches.

Should you require any assistance while administering the assessment, a quick call to TalentSmart's main line will get you in touch with someone who will be happy to help you.

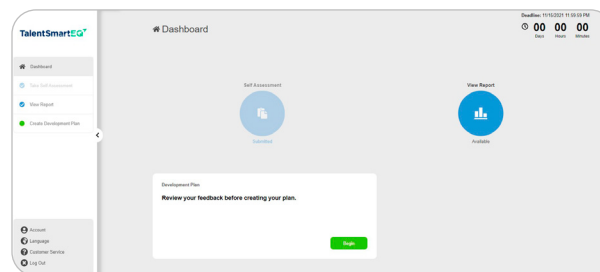
### Taking the Assessment

Raters assess the participant's emotional intelligence skills through 28 items and two additional open-ended questions that allow the respondents to anonymously elaborate on their feedback.

To complete the self-assessment, the participant follows the same steps as their raters. Each survey can be completed in as little as 10 minutes, though there is no time limit. Once completed, responses are stored on a secure server hosted by TalentSmart to ensure the anonymity of individual responses.

### Feedback Report

The administrator can generate and schedule the report delivery. The report is available as an interactive web-based report or as a downloadable PDF. Both versions are delivered to the participant portal account, which includes the results, EQ lessons, and a development plan.

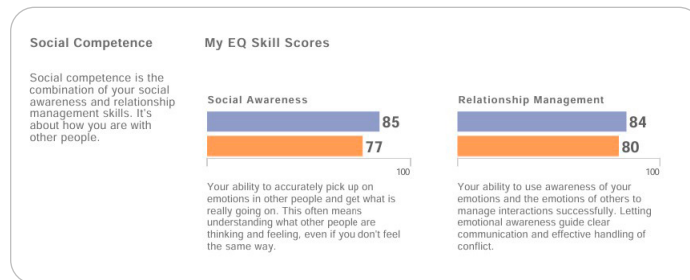


*Participants have unlimited access to the results and resources for both editions of the Emotional Intelligence Appraisal.*

The report delivers participants' feedback in a clean, concise, and easy to interpret format. The My EQ Results section delivers participants' feedback in a clean, concise, and easy-to-interpret format. The report allows participants to get the most from the results by reporting self and other ratings simultaneously.

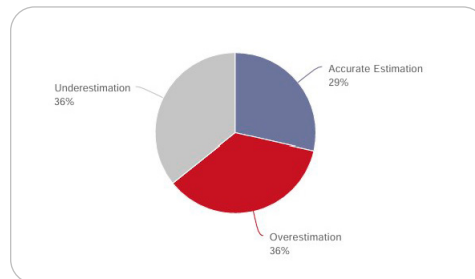
# The Emotional Intelligence Appraisal® Multi-Rater & 360° Editions

## Feedback Report



Sample results table showing skill scores as rated by all others.

As they view the results, participants can compare the ratings they gave themselves to those they received from others. The percentages of questions they accurately estimated, underestimated, and overestimated are displayed in an easy-to-read pie chart.



Sample accuracy scores

The report includes the most relevant scores and trends in the results. It also offers tips on how to use the results to begin developing EQ, as well as resources to support new skill development.

## EQ Development Resources

The Self Online feedback report includes unlimited access to TalentSmart's online developmental resources.

### MY EQ LESSONS

The online Emotional Intelligence Appraisal results include 16 EQ lessons filled with practical strategies for building EQ. These interactive learning activities feature clips from Hollywood movies, television, and memorable historic events to illustrate EQ in action. Each online assessment includes 10 full hours of learning with unlimited access.

### SET AND TRACK GOALS

The development plan included in the participant portal, allows the participants to set goals, share them with others, and track their progress. The system sends automatic reminders via email, and participants can invite others to provide feedback on their goals. The system is a powerful way to bridge the gap between learning and doing.

# The Emotional Intelligence Appraisal® Multi-Rater & 360° Editions

## Product Summary

- ✓ Theoretically and statistically sound
- ✓ No certification required for administration
- ✓ Takes just 7-10 minutes to complete
- ✓ Provides overall EQ score and four skill scores
- ✓ Detailed item-level results
- ✓ 16 online EQ lessons
- ✓ Access to an online development plan

MULTI-RATER EDITION

\$279

ORDER NOW

360° EDITION

\$329

ORDER NOW

Test Design	Validity & Reliability
<p><b>28 Items + 2 Open-Ended Questions</b></p>	<p><b>Validity:</b></p> <ul style="list-style-type: none"> <li>✓ Scores on the 28 items accounted for 58.5% of variance in performance</li> <li>✓ Content validity built from expert evaluation of items</li> <li>✓ Construct validity supports EQ skill model</li> <li>✓ High face validity reported by raters</li> </ul>
<p><b>Frequency Response Scale:</b></p> <ul style="list-style-type: none"> <li>✓ 1-never</li> <li>✓ 2-rarely</li> <li>✓ 3-sometimes</li> <li>✓ 4-usually</li> <li>✓ 5-almost always</li> <li>✓ 6-always</li> </ul> <p><b>Provides feedback from up to 50 raters per rater category.</b></p>	<p><b>Reliability:</b></p> <ul style="list-style-type: none"> <li>✓ Normative sample size is 500,000+</li> <li>✓ Cronbach's alpha = 0.85 to 0.91</li> </ul>

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