



EQ-i Debrief

Please keep laptops closed
until instructed to open them.



SELF-
PERCEPTION



SELF-
EXPRESSION



INTER-
PERSONAL



DECISION
MAKING



STRESS
MANAGEMENT

Agenda

- Introduce EQ-i^{2.0} model
- Self assess across 16 elements
- Review reports
- Discuss in small groups
- Share key takeaways and next steps

Emotional Intelligence (EQ)

the ability to accurately identify emotions in yourself and in others, as well as understand and manage those emotions successfully

Emotional Intelligence (EQ)

- A collection of components comprising our emotional and social functioning and general psychological well-being
- EQ-i^{2.0} model is composed of 16 elements
- Relates to potential for performance—not performance itself
- Comprises elements that can change and be altered

What EQ is NOT

- Cognitive Intelligence (IQ)
- Skill Assessment
- Achievement
- Vocational Interest
- Personal or Vocational Compatibility
- Personality

EQ-i^{2.0} Model



Self-Perception Composite

- Self-Regard
- Self-Actualization
- Emotional Self-Awareness



Self-Regard



the ability and the tendency for you — in full light of both your positive and negative qualities — to both like and have confidence in yourself

Self-esteem ▪ Self-confidence ▪ Pride ▪ Dignity ▪ Self-respect



Self-Actualization



your ability and tendency to want to grow, stretch and strive—to see your potential, set meaningful goals and work toward your betterment and fulfillment

Aspiration ▪ Ambition ▪ Passion ▪ Yearning & Longing ▪ Drive



Emotional Self-Awareness

the degree to which you are in touch with your feelings and emotions, are able to distinguish one emotion from another, and understand why that emotion has resulted

Mindfulness ▪ Discernment & Perception ▪ Self-consciousness
▪ Self-Awareness ▪ Reflection



Self-Expression Composite

- Emotional Expression
- Assertiveness
- Independence



Emotional Expression

the degree to which you share,
communicate and remain transparent with
your feelings and emotions

Transparency ▪ Authenticity ▪ Openness
▪ Disclosure ▪ Sharing



Assertiveness

your ability to put your needs, thoughts and opinions out into the world—even when doing so invites opposition or conflict or causes you to take a stand

Firmness ■ Strength ■ Argumentation & Debate
■ Force ■ Self Defense



Independence



your ability and tendency to be self-directed in your thinking, feeling, and actions—to go it alone when needed

Autonomy ▪ Self determination ▪ Self reliance
▪ Self sufficiency



Interpersonal Composite

- Interpersonal Relationships
- Empathy
- Social Responsibility



Interpersonal Relationships

your ability and tendency to give and receive trust and compassion and to establish and maintain mutually satisfying personal relationships

Trust ■ Vulnerability ■ Connection ■ Rapport



Empathy



your ability and willingness to take notice of
and be sensitive to other people's needs
and feelings

Compassion ■ Sympathy ■ Caring ■ Sensitivity
■ Responsivity ■ Relational Curiosity



Social Responsibility

your ability and tendency to cooperate and contribute to the welfare of a larger social system, to have and act in accordance with a social consciousness and to show concern for the group or the greater community

Caregiving ▪ Support ▪ Sacrifice ▪ Cooperation ▪ Service
▪ Contribution ▪ Volunteerism ▪ Assistance



Decision Making Composite

- Problem Solving
- Reality Testing
- Impulse Control



Problem Solving

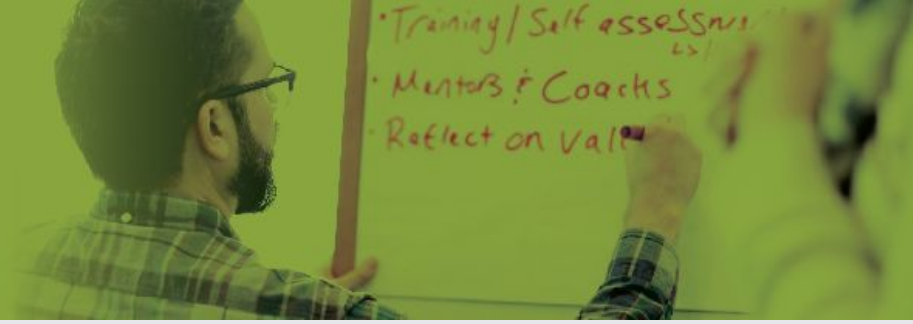


your ability and tendency both to solve problems that involve emotions and to use emotions as an effective problem-solving tool

- Collaboration & Compromise
- Engagement
- Discussion & Negotiation
- Sharing
- Difficult Conversation



Reality Testing



the ability and tendency for you to assess the here-and-now reality of any given moment or situation—what is actually going on—and compare that objectively to your fantasy of what is going on, thus avoiding being overcome by fantasies, daydreams and biases

- Objectivity
- Lack of Drama & Volatility
- Rationality
- Emotional Precision
- Emotional Filter of Facts



Impulse Control



the ability to resist or delay a drive or temptation to do or say something or to decide too quickly or rashly

- Restraint ▪ Containment ▪ Regulation ▪ Caution ▪ Filtration



Stress Management Composite

- Flexibility
- Stress Tolerance
- Optimism



Flexibility

your ability and tendency to adjust your emotions, thoughts, and behavior to changing situations and conditions, to adapt—to take in new data and change your mind or approach

Openness ■ Curiosity ■ Elasticity & Pliability
■ Change ■ Adaptability



Stress Tolerance

the ability to function well in the midst of challenging and stressful situations—to shoulder stress without getting overwhelmed

Work/Life Balance ■ Endurance ■ Recovery ■ Health
■ Resilience & Sustainment



Optimism

your ability and tendency to look at the brighter side of life and to maintain a positive attitude even in the face of adversity — optimism gives you hope and enables you to see the future as a positive, inviting place

Positive Outlook ■ Faith ■ Hopefulness
■ Enthusiasm ■ Expectation



Happiness

- Well-Being Indicator
- Self-Regard, Optimism, Interpersonal Relationships, Self-Actualization



Happiness

your ability and tendency to feel joy and satisfaction with the process of living—to be able to embrace all aspects of life with cheerfulness and enthusiasm

Emotional Intelligence ▪ Joy ▪ Satisfaction
▪ State of Mind ▪ Motivation

EQ-i^{2.0} Model



Interpreting Scores

- Unlike other trait-based instruments, EQ-i scores do NOT necessarily reflect skill or lack thereof
- The results reflect a self-assessment of the degree to which each EQ element is active and or important in your life and some associated behaviors
- Results of the EQ-i are an Impressionist painting in need of interpretation, not a photograph rendering a verdict

Low Scores

- A score under 90 means you answered the questions reflecting less connection or attraction to the behaviors of that particular EQ element than about three-quarters of the population or norm group
- Low scores could reflect low skill and behavioral development in that area
- Low scores could also mean a general discounting of the element in importance OR an extreme selectivity in the exercising of this behavior or EQ element

Moderate Scores

- A score between 90 and 110 (100 is the mean score) indicates you answered the questions with the same intensity and frequency that most people did
- Remember that moderate scores could reflect moderate or average skill and behavioral development in that area
- Moderate scores can also mean effective use of the EQ element with a targeted group or inner-circle of people

High Scores

- A score over 110 means you answered the questions reflecting more connection to or engagement with that particular EQ element than about three-quarters of the population or norm group.
- High scores could reflect skill and behavioral development
- High scores could also mean an overly developed, overdone or intense utilization of that EQ element

Interpreting Your EQ-i Report

- After having done a self-assessment on each of the EQ scales, read over your EQ-i report.
- Determine which of your scores are low (under 90), moderate (90 to 110) and high (over 110).
- Which of these do not match your self-assessment?

EQ-i^{2.0} Model

