

## The EQ 360

The EQ360 is an assessment instrument that allows a leader to gain insight into their levels of emotional and social intelligence, the “star” competencies of highly effective people and leaders.

A leader can assess himself/herself, and also receive confidential feedback from their “manager”, their peers, their direct reports, “others”, and even family and friends.

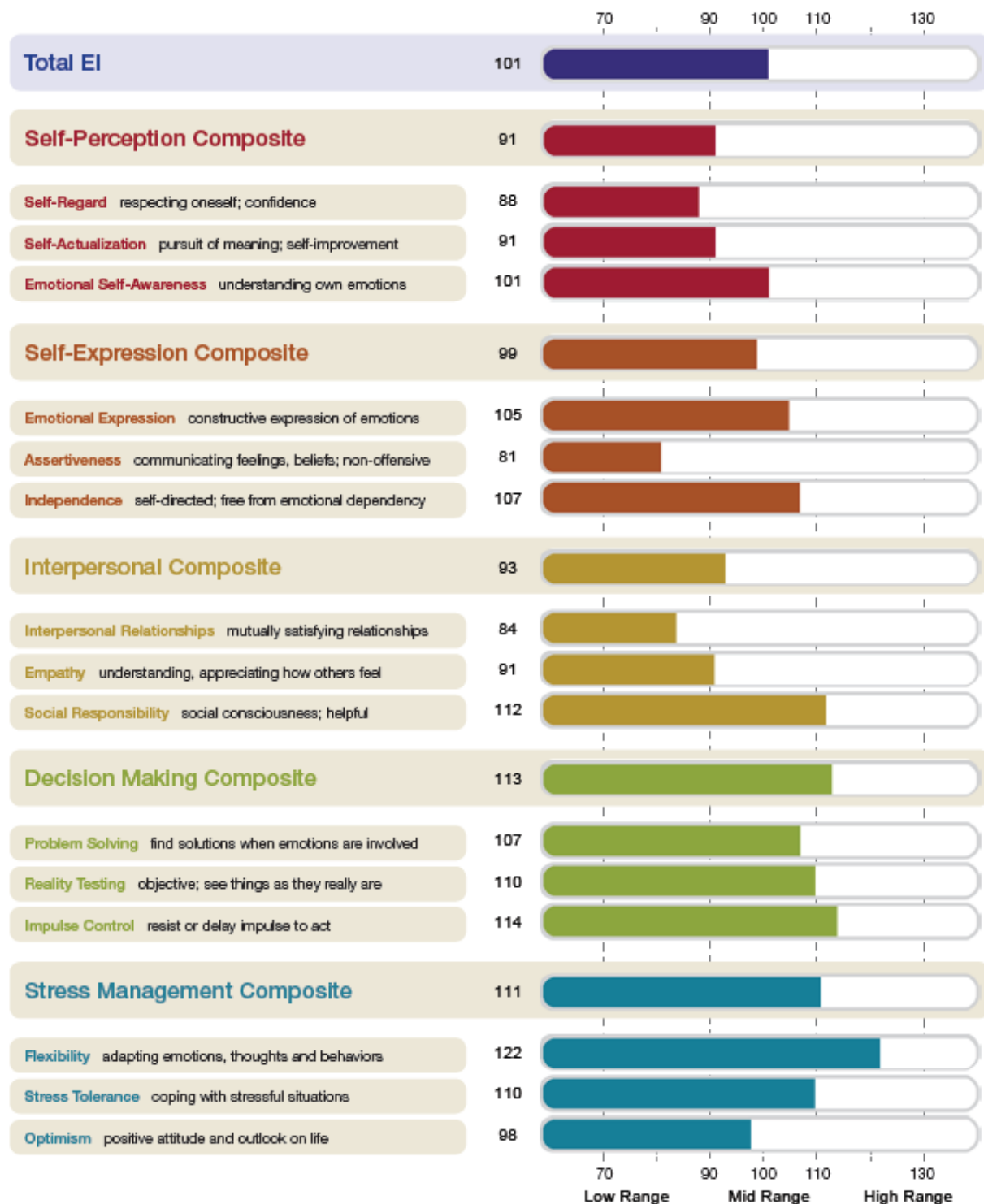
An InnerWork executive coach debriefs the assessment with the leader, and helps them formulate an action plan for positive change. The tool is used widely for leadership development and leadership coaching in organizations of all kinds, including current practice leaders in Partners Healthcare primary care clinics.

The following graphics show the high level components of the key competencies that leaders receive a range of powerful feedback on from multiple “raters”.

### The EQ-i<sup>2.0</sup> Model



## How You Responded: Summary



# “Leadership 360 Report” – Sample Page



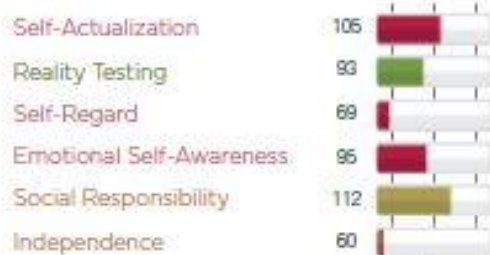
## How You Responded: Leadership Potential

The EQ-i 2.0 subscales are strongly related to leadership competencies that in turn may be associated with productivity, decreased employee turnover, and increased efficiency. A leader who embodies the competencies below is more likely to increase work satisfaction, create trust, and foster organizational commitment and loyalty.

This page provides you with a leadership lens through which to view your self-report results. There are four general competencies required of most leaders: authenticity, coaching, insight and innovation. The top six EQ-i 2.0 subscales (based on theory and research) that are associated with each competency are displayed below. High scores on the associated subscales help ensure optimal functioning in the competency area. Alternatively, if you score lower on a few subscales for a particular leadership competency, you can quickly see that this might be an area of challenge for you in your current leadership role. Focusing development efforts in these areas is likely to yield the greatest return in your growth as a leader.

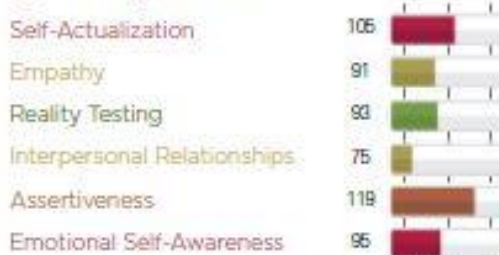
### Authenticity

An authentic leader serves as a role model for moral and fair behavior. A transparent approach commands esteem and confidence from employees.



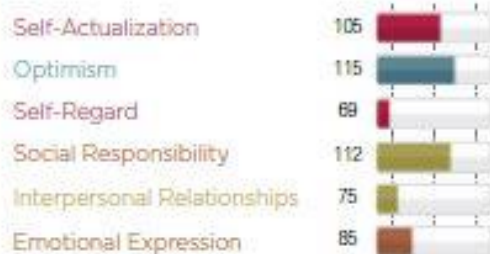
### Coaching

A leader who coaches effectively is seen as a mentor who supports employee growth. Employees are nurtured towards achieving their highest levels of performance.



### Insight

A leader provides insight by sharing a purpose and hopeful vision for colleagues to follow. Employees are compelled and inspired to exceed goals.



### Innovation

An innovative leader focuses on taking risks, spurring colleagues' ingenuity and autonomous thought. Knowledge is valued and challenges are viewed as learning opportunities.



## Leadership Derailers

Sam, you may be at a **high risk of derailment** as you received a lower result in Independence and a moderate result in Stress Tolerance. Lower scores on any of the four subscales are associated with adopting a more passive or avoidant leadership style. Consider rater feedback for alignment in these areas of potential risk. You would benefit from strengthening any lower scoring subscales and be especially cognizant of any scores below 80.

