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^{2.0} Model



Name: Jenny Doe How You Responded: Summary 130 90 100 110 Total El 101 Self-Perception Composite 88 Self-Regard respecting oneself; confidence Self-Actualization pursuit of meaning; self-improvement 91 Emotional Self-Awareness understanding own emotions 101 Self-Expression Composite 99 105 Emotional Expression constructive expression of emotions 81 Assertiveness communicating feelings, beliefs; non-offensive Independence self-directed; free from emotional dependency 107 Interpersonal Composite 93 Interpersonal Relationships mutually satisfying relationships 84 91 Empathy understanding, appreciating how others feel Social Responsibility social consciousness; helpful 112 **Decision Making Composite** 113 107 Problem Solving find solutions when emotions are involved Reality Testing objective; see things as they really are 110 Impulse Control resist or delay impulse to act 114 Stress Management Composite 122 Flexibility adapting emotions, thoughts and behaviors 110 Stress Tolerance coping with stressful situations Optimism positive attitude and outlook on life 130 100 110 Low Range Mid Range High Range



"Leadership 360 Report" - Sample Page

EQ360 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 Coaching An authoritic leader serves as a role model for A leader who coaches effectively is seen as moral and fair behavior. A transparent approach a mentor who supports employee growth. commands esteem and confidence from Employees are nurtured towards achieving their employees. highest levels of performance. Self-Actualization 105 105 Self-Actualization Reality Testing Empathy Self-Regard 69 Reality Testing 93 Emotional Self-Awareness Interpersonal Relationships Social Responsibility 112 Assertiveness Independence: 60 Emotional Self-Awareness Insight Innovation An innovative leader focuses on taking risks, A leader provides insight by sharing a purpose and hopeful vision for colleagues to follow. Employees spurring colleagues' ingenuity and autonomous thought. Knowledge is valued and challenges are are compelled and inspired to exceed goals. viewed as learning opportunities. Self-Actualization 105 Self-Actualization Optimism Independence 69 Self-Regard Problem Solving Social Responsibility 112 Assertiveness Interpersonal Relationships 75 Flexibility Emotional Expression Optimism Leadership Derailers Impulse Control Sam, you may be at a high risk of derailment as you received a lower Stress Tolerance result in Independence and a moderate result in Stress Tolerance. Lower scores on any of the four subscales are associated with Problem Solving adopting a more passive or avoidant leadership style. Consider rater feedback for alignment in these areas of potential risk. You would Independence benefit from strengthening any lower scoring subscales and be especially cognizant of any scores below 90.

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