

The Emotional Intelligence Appraisal[®] – Me 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.

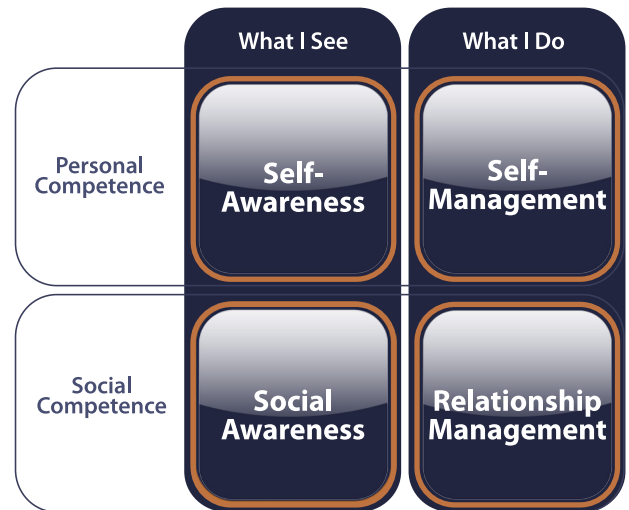
The Emotional Intelligence Appraisal is the premier measure of emotional intelligence and helps people develop their skills by delivering constructive feedback and effective strategies for improvement.

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 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 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.

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Me Online

The results for the Me Online are generated instantly by TalentSmart's proprietary technology. The report can be downloaded in PDF format or viewed online by signing into the personal home page where four boxes direct the participant to four sections: My EQ Results, My EQ Strategies, My EQ Lessons, and Test My EQ Again.

My EQ Results. 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 providing scores for overall EQ and for the four core skills.

My EQ Strategies. The My EQ Strategies section breaks down the participants' responses to determine which 3 behaviors bring down the scores the most. Then a proven EQ strategy is recommended to help improve each behavior.

EQ Development Resources

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

My EQ Lessons

The reports include **10 hours of e-learning** filled with practical strategies for building EQ. These interactive e-learning activities feature clips from Hollywood movies, television, and memorable historic events to illustrate EQ in action. This feature offers trainers and coaches a self-guided tool for extended learning after sessions.


Set and Track Goals

The Goal-Tracking System included in the assessment results lets participants 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.

Testing Again

After practicing emotional intelligence strategies for a recommended 6–12 months, participants are able to take a complimentary retest of their emotional intelligence to track their improvements. The retest's report links new scores to previous scores to highlight any changes made.

Cost

The Emotional Intelligence Appraisal—Me Edition is the premier measure of emotional intelligence and is available in three formats. 

Me Booklet:	\$49.00
Me Online:	\$49.00

CALL US TODAY FOR A
SAMPLE RESULTS REPORT
888.818.SMART



The Emotional Intelligence Appraisal® – Me Edition

PRODUCT SUMMARY

Features Included

- Theoretically and statistically sound
- No certification required for administration
- Takes just 7-10 minutes to complete
- Provides overall EQ and 4 skill scores
- 16 online EQ lessons
- Access to Goal-Tracking System
- 2 formats to suit your needs: Me Booklet, Me Online



Emotional Intelligence Appraisal®

ME BOOKLET: \$49.00

ME ONLINE: \$49.00



Call us today at 888.818.SMART or visit us online at www.TalentSmart.com for purchases, and sample reports

Test Design

28 Items

Frequency Response Scale:

- 1-never, 2-rarely, 3-sometimes, 4-usually, 5-almost always, 6-always

Validity & Reliability

Validity:

- Scores on the Me Edition accounted for 13.2% of variance in performance
- Content validity built from expert evaluation of items
- Construct validity supports EQ skill model
- High face validity reported by raters

Reliability:

- Normative sample size is 500,000+
- Cronbach's alpha = 0.85 to 0.91

Format

Me Booklet:

- Self-scoring booklet

Me Online:

- Online with option of controlled access and automated administration, or immediate access to results

The Premier Provider of Emotional Intelligence