

# Coaching Services

*Take your emotional intelligence skills to the next level with structured guidance from a TalentSmart EQ expert.*

TalentSmart research has found that up to **58% of performance on the job is due to skills like self-awareness, managing one’s emotions, picking up on social cues, and building effective working relationships**—all of which are key components of emotional intelligence.

Emotional intelligence (EQ) is your ability to recognize, understand, and manage emotions effectively. Unlike general intelligence (IQ), EQ is a skill that can be improved through raised awareness, practice, and a commitment to change—a process that can be more effective with expert guidance from a coach.

## TalentSmart Coaches Provide the Expertise You Need to Achieve Results

At TalentSmart, we leverage scholarly research in the field of emotional intelligence to inform practical development efforts that help you grow at work. Our coaches use research expertise and business know-how to ensure that what you are practicing not only is based on scientifically proven methods, but is also simple and effective.

TalentSmart Certified EQ Coaches are seasoned coaching professionals with graduate training and expertise in emotional intelligence and leadership development. All TalentSmart EQ coaches have been trained in EQ and 360° assessment interpretation as well as our proven 66 EQ strategies.

## The TalentSmart Coaching Process

Whether you are seeking confidential guidance for one person, planning to supplement training with follow-on coaching for a group of professionals, or providing coaching as part of a large-scale initiative, the TalentSmart process will support the real behavior change you seek.

The TalentSmart coaching process offers six steps to support real behavior change. TalentSmart coaches begin by 1) assessing a client’s goals, 2) measuring skills, 3) raising awareness, and 4) working together to complete an action plan. Our coaches also provide 5) support, guidance, and accountability for practicing and 6) preparation for clients to continue making progress independently.



Contact us at 888-818-SMART to talk with a consultant and identify the best package based on the level of support and number of sessions you prefer.