

The Emotional Intelligence Appraisal[®] – Self 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.

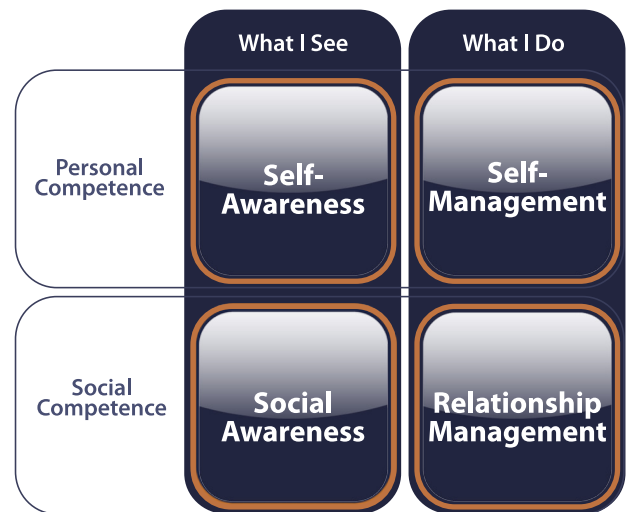
The Emotional Intelligence Appraisal is the premier measure of emotional intelligence and helps people develop their skills by delivering constructive feedback and effective strategies for improvement.

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.

The Emotional Intelligence Appraisal[®] – Self Edition

2 Options to Suit You

The Emotional Intelligence Appraisal—Self Edition is provided in three different formats, each designed to meet specific needs.

1. Self Booklet

The Self Booklet is a self-scoring paper-and-pencil format of the Emotional Intelligence Appraisal. It can be taken and scored in 20 minutes, and contains action plans to guide development after completion.

The Self Booklet is a great option if:

- Participants do not have access to the internet
- You want the appraisal to be part of an in-class training or coaching activity
- You want to be present to help participants score their EQ and help them debrief their results immediately after their tests are complete

2. Self Online

The Self Online allows administration options, so an administrator can choose when results are provided to participants. An administrator may provide the results via email or in-person, or participants may get immediate access to their scores after completing the assessment online. After taking the assessment, participants will have unlimited access to additional resources, including 10 hours of e-learning, TalentSmart's patented Goal-Tracking System™, and a free retest.

The Self Online is a perfect option if you want:

- The appraisal to be completed as prework
- The results automatically scored
- Recommended strategies customized to fit participants' unique results
- Unlimited access to the online developmental resources
- To discuss EQ before participants have a chance to see their scores
- Participants to take the appraisal as prework but do not want them to see their scores before a training or coaching session
- More control and you are tired of participants showing up to training without their prework in hand

	Self Booklet	Self Online
Requires Internet		
Recommended Strategies		✓
E-Learning		✓
Free Re-test		✓
In-session Activity	✓	
Controlled Administration		✓

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Administering the Assessment

With TalentSmart's easy-to-use survey platform, getting feedback is a snap.

Self Booklet

When you purchase the Self Booklet, we'll ship your order the same day if it is placed before 3 p.m. Pacific Standard Time. The booklet can be handed out to participants as part of a training activity, and participants can complete and score the test in just 20 minutes. Easy-to-follow instructions will guide participants through the scoring process and the developmental action plans.

Self Online

When the Self Online is purchased, individual passwords are automatically provided in your TalentSmart account and purchase receipt. These passwords can be emailed to participants along with the link to the appraisal. The Self Online also allows administration functionality that is convenient for trainers or executive coaches. Once participants take the assessment, they may receive instant online access to their results report and can download it as a PDF, or an administrator has the option of creating the report and providing it via email as a PDF or as a printed version to be used in session.

Should you require any assistance during the administration process, a quick call to TalentSmart's main line will get you in touch with someone who will be able to assist you.

Taking the Assessment

Participants will rate their emotional intelligence skills by answering 28 questions. The appraisal can be completed in as little as 5-7 minutes, though there is no time limit. For the online formats, once completed, responses are stored on a secure server hosted by TalentSmart.

Feedback Report

Self Booklet

Once participants have completed the survey and have calculated their scores for their overall EQ and each of the four skills, they will view their results report in the second half of their booklet. Participants will be presented with a description of what their score means and will be given a brief overview of what emotional intelligence is. Participants will then use their scores to graph and understand the trends in their emotional intelligence, including identifying their strengths and weaknesses, and at the end will have a structured plan for their EQ development.

NO CERTIFICATION IS REQUIRED TO
USE THE SELF EDITION

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Self Online

The results for the Self Online are generated instantly by TalentSmartEQ'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 Self 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—Self Edition is the premier measure of emotional intelligence and is available in three formats.

Self Booklet:	\$59.00
Self Online:	\$59.00

CALL US TODAY FOR A
SAMPLE RESULTS REPORT
888.818.SMART



The Emotional Intelligence Appraisal® – Self 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: Self Booklet, Self Online



Emotional Intelligence Appraisal®

SELF BOOKLET: \$59.00

SELF ONLINE: \$59.00



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 Self 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

Self Booklet:

- Self-scoring booklet

Self Online:

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

The Premier Provider of Emotional Intelligence

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