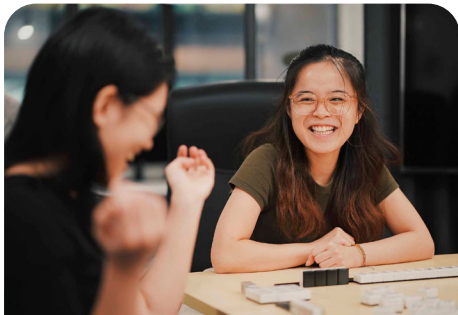


Self Edition



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.

Self Edition

How the Self Edition report compares to our Emotional Intelligence 2.0 Report

Features	Self Edition	Emotional Intelligence Appraisal 2.0 Edition
Score profile	✓	✓
Reflection questions	✓	
How to Talk to People About Your Data	✓	
Recommended Strategies	✓	
EQ Strengths	✓	
Online Lessons	✓	
In-session Activity	✓	



SELF EDITION

The Self Edition allows administration options, so an administrator can choose when results are provided to participants. An administrator may schedule a time to share results with the participants, or choose to give participants immediate access to their scores. After taking the assessment, participants will have unlimited access to additional resources, the development plan, and complimentary retest.

The Self Edition 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

Administering the Assessment

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

SELF EDITION

When the Self is purchased, you will have administrative access and be able to invite participants to the Emotional Intelligence Appraisal Self Edition. Once participants take the assessment, they may receive instant access to their results report and can download it as a PDF. The administrator has the option of holding the report for a specific date. 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.

Self Edition

Feedback Report

SELF EDITION

The results for the Self 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.

- ✓ **My EQ Score Profile.** 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 Strategy.** This section breaks down the participants' responses to determine which 3 behaviors bring down their score the most and which 3 behaviors are EQ strengths. A proven EQ strategy is recommended to help improve each behavior and maximize EQ strengths.
- ✓ **"So What, Now What?"** This section of the report offers practical application for learners, including reflection questions and guidance on discussing their data with others. It provides actionable steps for implementing EQ improvements in various aspects of life, such as interactions with bosses, peers, and family members.

EQ Development Resources

The Self Edition feedback report includes unlimited access to TalentSmartEQ's online development plan and resources.

MY EQ LESSONS

The Self Edition includes additional online resources filled with practical strategies for building EQ. This report also gives the learner access to online lessons that feature clips from Hollywood movies, television, and memorable historic events to illustrate EQ in action. This feature offers trainers and coaches a self-guided development plan for extended learning after sessions.

SET AND TRACK GOALS

The development plan included in the participant portal lets participants set goals, share them with others, and track their progress. The system can send 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.

Self Edition

Product Summary

- ✓ 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



SELF EDITION

\$70

ORDER NOW

Test Design	Validity & Reliability	Format
<p>28 Items</p>	<p>Validity:</p> <ul style="list-style-type: none"> ✓ 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 	<p>Self Edition</p> <ul style="list-style-type: none"> ✓ Online with option of controlled access and automated administration, or immediate access to results
<p>Frequency Response Scale:</p> <ul style="list-style-type: none"> ✓ 1-never ✓ 2-rarely ✓ 3-sometimes ✓ 4-usually ✓ 5-almost always ✓ 6-always 	<p>Reliability:</p> <ul style="list-style-type: none"> ✓ Normative sample size is 500,000+ ✓ Cronbach's alpha = 0.85 to 0.91 	

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