

EQ-i Coach: Assessments

What is EQ?

Emotional Intelligence (EQ) is an emotional and social skillset that influences the way we perceive and express ourselves, develop and maintain social relationships, cope with challenges, and use emotional information in an effective and meaningful way. It is a key indicator in predicting human performance and development potential in the workplace. EQ skills are learnable and can be targeted and developed over time.

EQ-i Coach helps executives and teams become more productive, more profitable, and more personally fulfilled. This is accomplished by assessing innate skills in order to identify and address the gaps between actual and expected performance in the workplace. We then coach an individual or team to bridge the gaps to maximize performance. These transformations occur through 1:1 or team coaching, assessments and audits, and workshops.

EQ-i assessments explore the emotional intelligence traits and behaviors of individuals and teams through the use of in-depth questionnaires and discussion.

Ready to do an EQ-i assessment?
Contact EQ-i Coach at **828-329-0431**
or email rmoore@eqicoach.com.



Individual Assessments:

EQ Assessment: A manager or employee takes a scientifically robust assessment which compares them against leaders in a variety of industries to set a baseline measure. EQ-i Coach then spends 90 minutes with the individual to go over the assessment and discuss next steps.

Change Style Indicator (CSI): This online assessment measures an individual's preferred style in approaching change and situations involving change. This assessment is often given with EQ (above) and HRG (below). This is followed by a 60-minute debrief.

Influence Style Indicator (ISI): This assessment is useful for any leader, but especially for new leaders or leaders in transition and evaluates how one uses their powers of influence. This is followed by a 60-minute debrief.

Change Navigator (CN): This manual assessment is a tool for change leaders that helps individuals accept and support change initiatives faster. A new way of approaching organizational change by focusing on emotions critical to a project's success, this assessment is followed by a 60-minute debrief.

Hardiness Resilience Gauge (HRG): This brief online assessment evaluates how resilient an individual is and is perfect for sales professionals and leaders in high-stress positions. It is often used in conjunction with the EQ and CSI assessments, and is followed by a 60-minute debrief.



Team Assessments:

EQ-i Team: Teams or departments with up to 20 people take a scientifically robust assessment which compares each person against leaders in a variety of industries to determine individual EQ scores and how those scores contribute to a group dynamic. EQ-i Coach then leads a 4-hour group debrief to discuss the data and provide actionable recommendations for moving forward with intention.

Change Style Indicator (CSI): Teams or departments with up to 20 people take the assessment followed by a group debrief during which the EQ-i Coach dives into what the results mean for a team approaching transition or for teams that want to increase collaboration and cooperation, or reduce conflict.

Influence Style Indicator (ISI): Teams or departments with up to 20 people take the assessment to discover their influencer style and to understand each other's preferred style as they influence the group dynamic. The EQ-i Coach will lead the team through a debrief to discuss the data and its implications.



360-Degree Assessment: Nine people above and below (in terms of corporate and team hierarchy) receive a link to assess an individual to obtain a 360-degree perspective on this person as a subordinate and a manager. A report is created that compares the composites of all those who completed the assessment to the individual's self-assessment. The individual being assessed and his/her manager are then debriefed.

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