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***“Emotional intelligence is a set of emotional and social skills that collectively establish how well we:***

- ***perceive and express ourselves,***
- ***develop and maintain social relationships,***
- ***cope with challenges, and***
- ***use emotional information in an effective and meaningful way.”***

*Emotional intelligence is a predictor of success in both life and work.*

MHS has designed a self-assessment called the EQ-i 2.0 which measures your emotional intelligence outlining your strengths and areas for growth in 15 different skills. The EQ-i 2.0 assessments can only be administered and interpreted by a certified professional who has been trained to interpret and process the results with you. This assessment has been normed across North America, tested, normed and validated to ensure accurate results.

The EQ-i 2.0 Model by MHS:



What does it measure?

The EQ-i 2.0 measures five distinct aspects of emotional and social functioning:

- Self-perception – understanding your emotions
- Self-expression – expressing your emotions
- Interpersonal – developing and maintaining relationships
- Decision Making – using emotions to make better decisions
- Stress Management – coping with challenges

There are three skills listed under each category, totally 15 different skills that can be developed and strengthened.



## The 15 BarOn EQ-i® Facets (skills) of Emotional Intelligence

**Self-Regard:** *The ability to respect and accept yourself as basically good and to like who you are “warts and all.”*

**Emotional Awareness:** *The ability to recognize your feelings and to know why you are feeling a certain way.*

**Assertiveness:** *The ability to express feelings, beliefs, and thoughts and to defend your rights without threatening others.*

**Self-Actualization:** *The ability to realize your potential capacities through involvement in pursuits that have meaning for you.*

**Independence:** *The ability to be self-reliant in your thinking and actions; to be free of emotional dependency.*

**Empathy:** *The ability to be aware of, to understand, and to care about the feelings of others; to be able to read other people.*

**Social Responsibility:** *The ability to be a cooperative, contributing, and constructive member of your social groups.*

**Interpersonal Relationship:** *The ability to create and maintain mutually satisfying relationships that are characterized by intimacy and affection.*

**Problem Solving:** *The ability to methodically confront, identify and define problems as well as to generate and implement potentially effective solutions.*

**Reality Testing:** *The ability to see things as they are, rather than as we wish or fear them to be; to keep feelings from overwhelming our perception of objective facts.*

**Flexibility:** *The ability to adjust our emotions, thoughts, and behavior to changing situations.*

**Stress Tolerance:** *The ability to handle bad events and stressful situations without “falling apart”; to manage through active and positive coping techniques.*

**Impulse Control:** *The ability to resist or delay an impulse or temptation to act; to be able to tolerate frustration without loss of control.*

**Happiness:** *The ability to feel satisfied with your present life, to enjoy yourself and others, and to have fun.*

**Optimism:** *The ability to look at the brighter side of life and to maintain a positive attitude, even in the face of adversity; to have hope.*

## What about the EQ-i 2.0 Assessments?

MHS currently offers six distinct EQ-i assessments. Each assessment is taken online by the individual, and includes individualized feedback on your results and what they mean. Each assessment includes strategies to further develop your emotional intelligence and a development plan template to help you make your commitment real.

The six assessments are:

- **EQ-i 2.0 Workplace** – a self-report for any adult individual, within or aside from work. It is designed to be used in instances of coaching and development in work settings for individuals at a non-management level. The report provides a breakdown of each of the 15 skills to gain deeper insight into how each skill impacts your work performance and provides valuable individualized suggestions for balancing emotional intelligence.
- **Workplace EQ 360** – a multi-rater report to gain insight into an individual's EQ 360 results, with in-depth analysis specific to a workplace context. It identifies blind spots, strengths and developmental opportunities in the workplace.
- **EQ-i 2.0 Leadership** – a self-report used for assessing leaders within an organization. This leadership report can be used when honing in on leadership development, executive development and coaching as well as developing high potential leaders. The leadership report examines results through four key dimensions: Authenticity, Coaching, Insight and Innovation. The report also contains insights on possible implications of results and which skills have the highest potential of becoming leadership derailers. Strategies for development are provided with the aim to attain true leadership potential, while comparing results against top leaders as a benchmark.

- **Leadership EQ 360** – adds to the feature of the Workplace EQ 360, this multi-rater report also helps you to view scores through a leadership lens. The report assists leaders in gaining insight of their performance as a leader. It identifies blind spots, strengths and developmental opportunities in the workplace.
- **EQ-i 2.0 Group** – regardless of whether a group works harmoniously with great collaboration and cohesion, or finds itself with conflicting opinions and strategies that can affect the balancer of a group, this report can be used when looing for deeper insights into a group’s strengths as well as areas where the group can be more effective. This report combines individual workplace scores in a way that enables interpretation at a group or team level.
- **EQ-i 2.0 Higher Education** - this report is to support student success, facilitate transition to a post-secondary environment as well as leadership and personal development. High schools and post-secondary institutions are utilizing this report as a part of curriculum to support student development and academic success. For utilizing the Higher Ed report within a classroom or group, please see Sandi for specific applications and discounts prior to purchasing.