



***Enhancing Emotional Competence
- Assessment***

EQ In-Action Profile

Why is it Unique?

It's all about relationship

- Emotional intelligence does not exist apart from our relationships. We are created, developed, and sustained in relationships throughout our lives. Our brain and emotional competencies develop in relationship with others.
- This tool maps the neural pathways that get activated in difficult relationships at work and offers a guide for ongoing development of self for high performance, successful relationships and an overall sense of well being and vitality in living.

It's totally behavioural based – not merely a self report

- Rather than asking users to report what they would do, or have done, in their relationships with people, this tool places individuals in a situation where they are asked to respond to several video segments of a person talking directly to them.
- Respondents are asked to track their own experience as they watch the video, attend to their own experience and attempt to understand what the other person might be experiencing. Each video segment presents common human themes that take place in most organizations.
- The result is an EQ profile that provides a 'snapshot' of how the user engages his/her emotional capacities in various stressful work interactions.

It's about learning – not a report card

- Unlike most emotional intelligence assessment tools, the *EQ in Action* profile does not provide a 'score'. Rather it reports how a user compares with others who have taken this tool on the core capacities or essential components of emotional intelligence (empathy, self reflection, self regulation),
- People are encouraged to reflect on their relational and emotional strengths and weaknesses in their current relationships. The *EQ Fitness Handbook: 150 Practices for Daily Living* provides focused practice options for each dimension.

Who should use this tool?

- The tool is for individuals, leaders and organizations that are serious about their own learning and development. The *EQ in Action Profile* measures the core elements of emotional intelligence and gives us a glimpse into how our brain interprets our reality in difficult relationships.

When should it be used?

- The tool provides a focused mirror for an individual to use for personal development. Therefore, it is ideal for an individual who is:
- In an ongoing relationship with a coach;
- Part of a team that is committed to development of the team and individuals within the team;
- Participating in a leadership development program.

What is its range of applications?

- The EQ in Action Profile has multiple applications. The first application begins with the individual who has responded to the videos in order to learn how he or she tends to manage himself in difficult interpersonal situations.
- The profile is very informative about relationships at work, particularly for relationships that get tripped up or stuck in negative patterns.

What can a user expect?

- The greatest value of this tool is its power to heighten people's awareness of what they do under stress, how they interpret their internal world and how that internal map helps or hinders them in meeting their relational goals, particularly their goals for working with others in highly successful ways.
- Users receive a 20 page report and the *EQ Fitness Handbook: 150 Practices for Daily Living*. They can expect to see patterns that they have developed throughout their lives that get activated when they are in difficult work situations with difficult people. These lifetime patterns then highlight targeted methods for building or enhancing emotional competence.
- The users profile is always confidential to the degree the user wants it to be. The user owns the profile and it will not be shared with any others.
- For individuals in team development or leadership development initiatives, we recommend that they share their reports with one another to heighten awareness, gain understanding about their relational patterns, and enable team members to better support each other.