

Emotional Quotient Inventory 2.0 (EQ-i 2.0®)

Author: Multi-Health Systems (MHS), based on the Bar-On EQ-i® model by Reuven Bar-On, 1997

PURPOSE	To scientifically measure emotional intelligence
ADMINISTER TO	Individuals 18 years and older
READING/EDUCATIONAL LEVEL	Grade 11 (NQF level 2)
ADMINISTRATION TIME	20-30 minutes (133 items)
SCORING OPTIONS	User Portal/JvR Online/Data-capturing by Client Services
PUBLICATION DATE	2011
HPCSA	Classified
TRAINING	Compulsory 2-day Accreditation Training
LANGUAGES	English, Spanish (European), Portuguese (Brazilian), French (Canadian)
SA NORMS	Yes

The EQ-i 2.0 is one of the most advanced and thoroughly researched measure of emotional intelligence in the assessment industry. This tool is indispensable for personal, professional and leadership development, and for recruiting high performing talent.

The EQ-i 2.0 measures a set of emotional and social skills that influence the way people perceive and express themselves, develop and maintain social relationships, cope with challenges and use emotional information in an effective and meaningful way. The EQ-i 2.0 highlights an individual's emotional and social strengths and weaknesses. A growing body of research suggests that emotional intelligence is a key determinant of success in life.

ASSESSMENT SCALES

The EQ-i 2.0 includes five validity indices rendering a Total Emotional Intelligence score plus the following component scores:

Self-Perception: Self-Regard, Self-Actualization, Emotional Self-Awareness

Self-Expression: Emotional Expression, Assertiveness, Independence

Interpersonal: Interpersonal Relationships, Empathy, Social Responsibility

Decision Making: Problem Solving, Reality Testing, Impulse Control

Stress Management: Flexibility, Stress Tolerance, Optimism

Well-Being Indicator: Happiness

AREAS OF APPLICATION

The EQ-i can be used for the following purposes:

- In corporate, educational, counselling/therapeutic, forensic, medical, clinical, human resource, and research settings.
- To assess a client's general degree of emotional intelligence, potential for emotional health, and present psychological well-being.
- To map out areas that needs further exploration in the assessment process and to evaluate the successfulness of psychological intervention.

REPORT OPTIONS

The EQ-i has the following software reports available:

- **Workplace Report:** Focuses on the impact of emotional intelligence at work and offers suggestions for working with colleagues, supervisors and clients. Coach and a client reports are generated for each candidate.
- **Workplace EQ 360 Report:** The multi-rater feedback report combines the rater results and compares them to the participant's self-ratings.
- **Leadership EQ 360 Report:** Offers the single, most comprehensive view of an individual's EQ results through four key dimensions of leadership. The report helps you to view your client's scores through a leadership lens, as well as understand how others see your client as a leader.
- **Leadership Report:** This report is rich with leadership-specific information – including the option to compare a client's results against other top leaders.
- **Group Report:** Combines the scores of individuals in a manner that allows you to make

interpretations at the group or team level. This report presents an overview of group results that identifies group strengths as well as the areas where the group as a whole can be more effective.

- **Higher Education Report:** Identifies a student's strengths and weaknesses to enable them to learn how they can use their strengths, and improve weaknesses, to achieve the most in their academic and personal life.