

YOUR EMOTIONAL INTELLIGENCE



Wolf Leadership
Development, LLC

What is your view and what do others think of you?

Numerous surveys by such organizations as Gallop note that the majority of people leave their jobs because of their managers ... specifically because of the managers' inability to deal with people. That applies to small business entrepreneurs as well. That equates to financial loss ... loss of your money! Turnover costs include cost of recruiting, hiring, training, potential loss of customers, unemployment claims, and delays in revenue production. That can be as high as three times base salary for important employees!

A scientifically proven way to investigate your ability to work with and get the most out of people at work, is through an assessment of your emotional intelligence or EQ. You know about IQ (how smart you are) but did you know that your EQ counts twice as much as IQ in predicting your professional and personal success? It is true.

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

- Perceive and express ourselves
- Relate to and work with others
- Cope with challenges
- Increase success

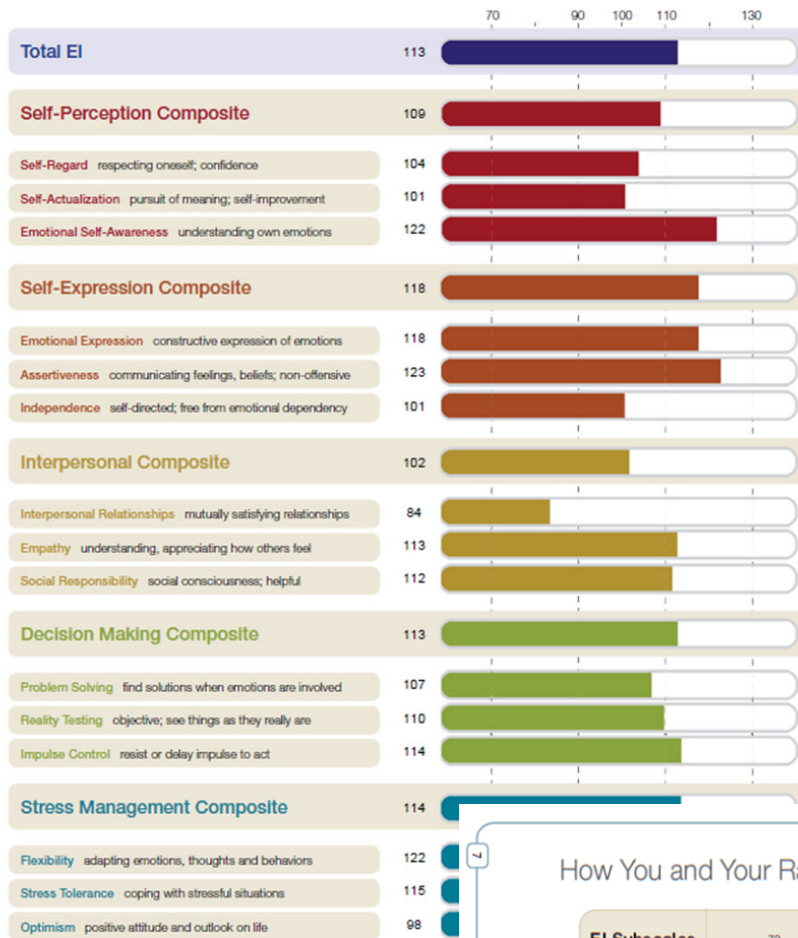
To improve you have to have a baseline that will show you where to focus your improvement efforts. That baseline can start with an individual EQ-I® self-assessment or, for a better overall look, the EQ 360® which also invites you to gather the views of any number of peers, employees and your boss (if you have one).

Each assessment consists of 133 validated questions and each will take a person about 20 minutes to complete. In addition, if you were to choose the EQ 360, you may add up to five of your own simple questions for raters to answer.

Normally, these assessments are an integral part of a longer term coaching engagement, but we are willing to introduce people to this concept. In an affordable package which consists of three parts: 1. A pre-brief to explain the process and insure that nothing exists that might influence the assessment adversely; 2. Taking the assessment on line; a post-brief in which we will present you with the results and help in their understanding. We cannot do less and still maintain our partnership with Multi Health Systems who we use to provide and score each assessment.



How You Responded: Summary



How Your Responses look in the single EQ-I or the 360 Multi-Rater reports

Typical reports are detailed for each of the 16 EQ elements and are 14–43 pages in length depending on type of assessment. Each also includes a format for development planning.

How You and Your Raters Responded: Summary

EI Subscales	70	80	90	100	110	120	130	Self S	Manager M	Peer P	Direct Reports DR	Family/Friends F	Other O
Number of raters								1	1	3	3		
Self-Perception													
Self-Regard								104	80*	75*	84*		
Self-Actualization								101	100	74*	93		
Emotional Self-Awareness								122	106*	86*	99*		
Self-Expression													
Emotional Expression								118	89*	97*	81*		
Assertiveness								123	95*	77*	98*		
Independence								101	64*	92	75*		
Interpersonal													
Interpersonal Relationships								84	88	78	92		
Empathy								113	97*	82*	96*		
Social Responsibility								112	113	85*	97*		
Decision Making													
Problem Solving								107	75*	93*	75*		
Reality Testing								110	111	79*	102		
Impulse Control								114	74*	88*	79*		
Stress Management													
Flexibility								122	82*	101*	83*		
Stress Tolerance								115	109	84*	96*		
Optimism								98	102	80*	88*		

* indicates that there is a significant difference between this rater group's score and your SELF score

How Raters Respond in the 360 Multi-Rater reports