MHS
Beyond Assessments

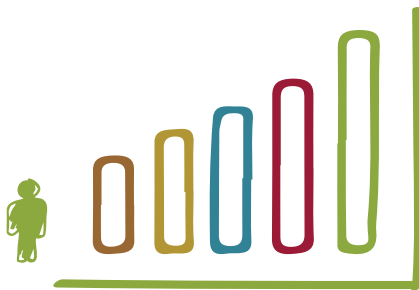**EQ-i 2.0®**
assess. predict. perform.

LEADERSHIP REPORT

How is leadership affected by EQ?
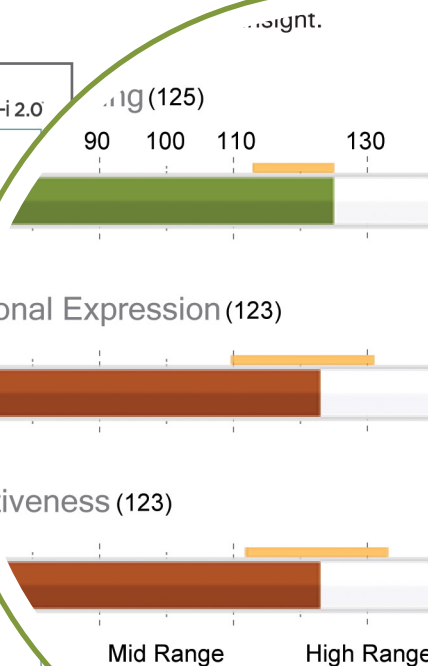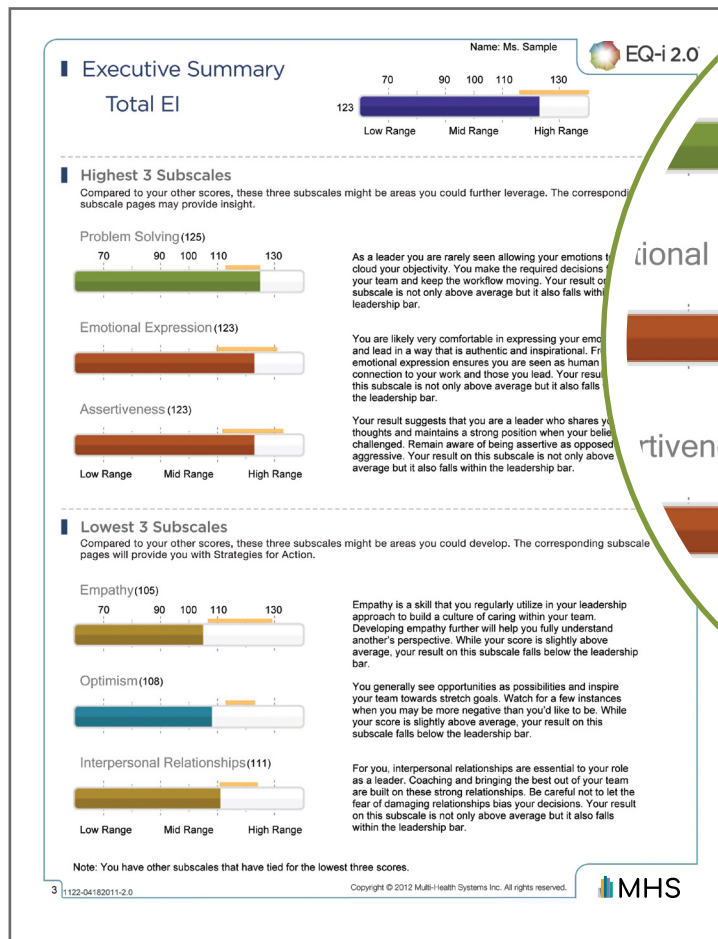
EI in Action: Leadership

Brian is a successful

41-year-old executive newly hired to a consulting firm that works exclusively with the United States Department of Defence. Most of Brian's direct reports are about 10 to 15 years his senior with advanced degrees. Brian's insecurities about his age, lack of a post graduate degree and inexperience with advanced research projects have been a cause of great stress since he's started his new job. He's been waiting for his colleagues to call his bluff about how far in over his head he is and this internal query has been playing on a continuous loop within Brian's head hindering his ability to perform at his best. Seeing the EQ-i 2.0 as an opportunity to sharpen his self-awareness and relationship building skills, Brian eagerly engaged in the EI process.

KEY FEATURES

In addition to features found in the Workplace Report (p. 15), the Leadership Report also includes the following:

Executive Summary report sample page (Ms. Sample, EQ-i 2.0):

Executive Summary — Total EI: 123

Highest 3 Subscales
Compared to your other scores, these three subscales might be areas you could further leverage. The corresponding subscale pages may provide insight.

- Problem Solving (125): As a leader you are rarely seen allowing your emotions to cloud your objectivity. You make the required decisions for your team and keep the workflow moving. Your result on this subscale is not only above average but it also falls within the leadership bar.
- Emotional Expression (123): You are likely very comfortable in expressing your emotions and lead in a way that is authentic and inspirational. Free emotional expression ensures you are seen as human and the connection to your work and those you lead. Your result on this subscale is not only above average but it also falls within the leadership bar.
- Assertiveness (123): Your result suggests that you are a leader who shares your thoughts and maintains a strong position when your beliefs are challenged. Remain aware of being assertive as opposed to aggressive. Your result on this subscale is not only above average but it also falls within the leadership bar.

Lowest 3 Subscales
Compared to your other scores, these three subscales might be areas you could develop. The corresponding subscale pages will provide you with Strategies for Action.

- Empathy (105): Empathy is a skill that you regularly utilize in your leadership approach to build a culture of caring within your team. Developing empathy further will help you fully understand another's perspective. While your score is slightly above average, your result on this subscale falls below the leadership bar.
- Optimism (108): You generally see opportunities as possibilities and inspire your team towards stretch goals. Watch for a few instances when you may be more negative than you'd like to be. While your score is slightly above average, your result on this subscale falls below the leadership bar.
- Interpersonal Relationships (111): For you, interpersonal relationships are essential to your role as a leader. Coaching and bringing the best out of your team are built on these strong relationships. Be careful not to let the fear of damaging relationships bias your decisions. Your result on this subscale is not only above average but it also falls within the leadership bar.

Note: You have other subscales that have tied for the lowest three scores.

EXECUTIVE SUMMARY PAGE

View your client's three highest and three lowest scoring EI subscales:

- Identify areas in which your client excels and helps fuel organizational and personal performance.
- Flag skills in need of development in order to prioritize strategies for growth.

WHEN TO USE THE EQ-i 2.0 LEADERSHIP REPORT?

Every company has experienced instances where a leader within the organization shows strengths in core competencies necessary for the role, but may be exhibiting EI blind spots of which peers are taking notice. A company can find an employee that exhibits great work ethic and is an emerging star amongst his/her peers, while showing comparable traits to leaders within the organization. In both scenarios, the Leadership Report can be used when honing in on leadership development, executive development and coaching, and developing high potential leaders. The Leadership Report examines results through four key dimensions: Authenticity, Coaching, Insight, and Innovation. The report also contains insights on the possible implications of results, and which skills have the highest potential of becoming leadership derailers. Strategies for development will be provided with the aim to attain true leadership potential, while being able to compare results against top leaders as a benchmark.

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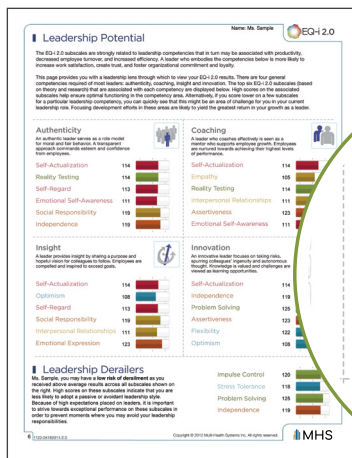
LEADERSHIP POTENTIAL PAGE

This section provides you with a leadership lens through which to view your client's EQ-i 2.0 results. A leader who embodies higher EI through the four key dimensions of leadership is more likely to increase work satisfaction, create trust, and foster organizational commitment and loyalty.

- If the Leadership Potential page is turned on, graphical icons will appear on every subscale page linking the subscale to the four leadership competencies.

- Leadership Derailer section examines how low scores for specific EI skills may hinder leadership success.
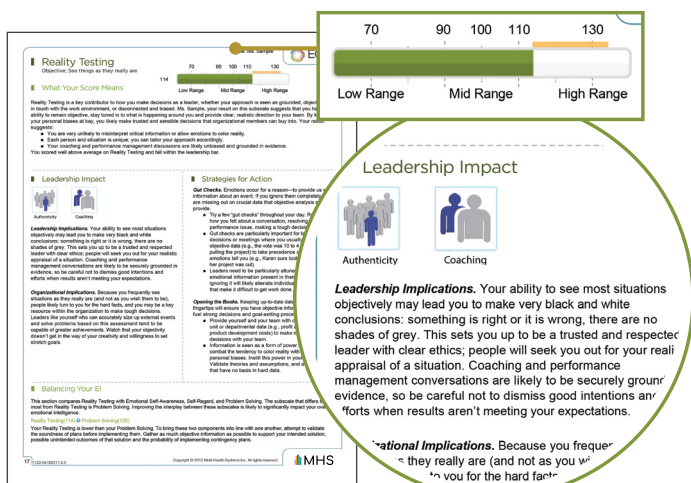
LEADERSHIP BAR

A gold leadership bar appears on the Overview of Results page, and above all bar graphs on every subscale page. This bar represents the range of scores of the top leaders (those whose EQ-i 2.0 scores were in the top 50% of the leader sample).

- Using this bar, your client can compare their results on the EQ-i 2.0 to those exceptional leaders who demonstrate high EI.
- Focus development efforts in areas where your client scored lower than other leaders, in order to improve leadership capabilities.

SPECIFIC APPLICATIONS FOR THIS REPORT ARE:

→ LEADERSHIP DEVELOPMENT

→ EXECUTIVE DEVELOPMENT AND COACHING

→ DEVELOPING HIGH POTENTIALS

→ SENIOR LEVEL SELECTION AND SUCCESSION PLANNING
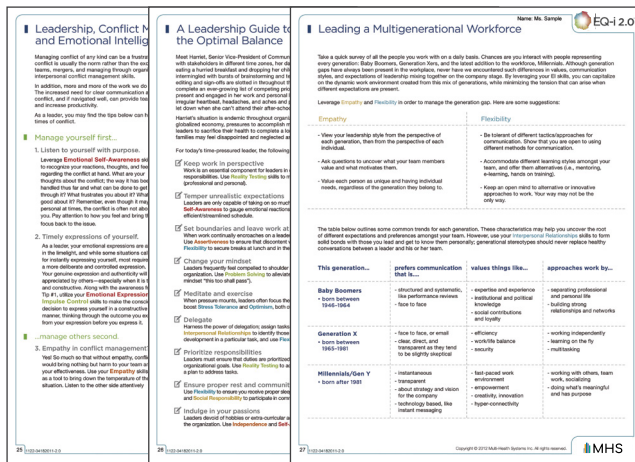
ADDITIONAL RESOURCES

EMOTIONALLY EFFECTIVE LEADER WORKSHOP

Put your EQ-i 2.0 certification in action with a comprehensive program that equips certified users with a ready-made workshop that includes the tools to facilitate an interactive one-day session for leaders, all in a digital format. Leveraging results from participants' EQ Leadership Reports, participants of the session will learn the importance of EI in effective leadership and leave them with a better understanding of their strengths and areas to develop to enhance their leadership skills, as well as an action plan on how to increase their effectiveness.

LEADERSHIP TOPICS

Three current leadership topics are explored using the EQ-i 2.0 model. These optional topics can be selected depending on organizational leadership issues. We've researched evolving topics like conflict resolution and multi-generation workforces to show the connection between EI and the challenges your clients are dealing with every day.

EMOTIONALLY EFFECTIVE LEADER WORKSHOP CONTENTS

Facilitator's Kit (Facilitator Guide, PowerPoint slides, and Participant Workbook)

"The Leadership Report delivers exactly what leaders today need to be successful in a changing and complex environment. The ability to create genuine influence, build other leaders, inspire towards a shared vision, and embrace the risk of change are revealed to a leader along with strategies for development."

ED HENNESSY, FORMER OWNER OF LEADERSHIP CALL, LLC

FOR FURTHER INSIGHTS INTO DEVELOPING AND IMPROVING LEADERSHIP SKILLS, SEE THE EQ LEADER BY DR. STEVEN STEIN.
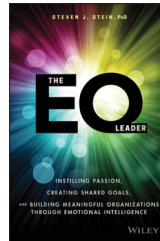
The EQ Leader provides an evidence-based model for exceptional leadership, and a four-pillar roadmap for real-world practice. Data collected from thousands of the world's best leaders—and their subordinates—reveals the keys to success: authenticity, coaching, insight, and innovation. By incorporating these methods into their everyday workflow, these leaders have propelled their teams to heights great enough to highlight the divide between successful and not-so-successful leadership. This book shows you how to put these key factors to work in your own practice, with clear examples and concrete steps for improving skills and competencies.

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continued from page 11

Brian's EQ-i 2.0 results

surprised him but due to the insights gained from the EQ-i 2.0 assessment, he was able to use his EI strength (Interpersonal Relationships and Decision Making) to create a development plan along with his coach, that helped him reframe and better engage the EI elements with which he most often struggled with: Happiness and Self-Actualization. He decided to reach out and create a close professional relationship with a senior researcher who works for him to serve as a mentor, helping to build the specific content knowledge that Brian may have lacked. The action plan Brian derived used his relative strengths while enhancing his lesser-engaged elements and moved him effectively and quickly from insight to action.

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Click here to get more information about the EQ-i 2.0®.

For more information about the EQ-i 2.0® Full Suite of Reports, please call **508-341-7135** or email us at **emonticelli@momentumlsi.com**