



Testing:

Emotional Intelligence Assessment (EQi)

Can you identify your leaders' and managers' strengths and weaknesses?

An innovative way to help leaders and managers identify their strengths and weaknesses, the EQi gives information on how well a person deals with his/her external social environment as well as internal emotional life. The instrument has been validated across a wide range of cultures and has age and gender norms.

The developmental report not only yields graphic scores but gives specific text descriptions of the person as well as recommendations for change. All individual results are confidential. The overall group profile is available for the whole team.

Who is it for?

Leadership teams including managers, coaches and professional-level individual contributors

Description:

Intelligence Quotient (IQ) predicts less than 10% of career success. Emotional Quotient (EQ) predicts up to 28% of career success. Research over the last 20 years has clearly shown that a leader's emotional intelligence is more important than IQ. As long as a person has a moderate-to-good IQ, his EQ is the deciding factor. IQ is generally established by 17 years of age and does not change much over a lifetime. EQ, on the other hand, seems to improve in all populations until about age 50 where it plateaus. In other words, EQ can be improved.

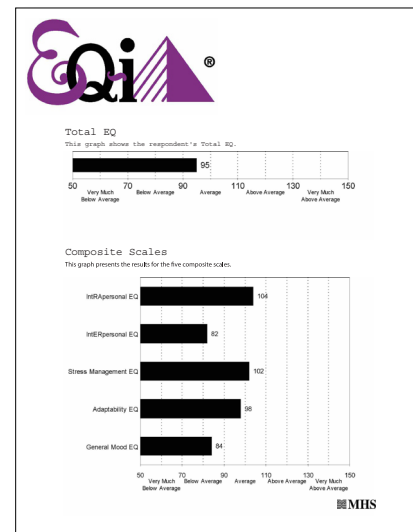
The EQi Assessment was designed to measure a leader's or manager's EQ and offer specific guidance for improving EQ.

IPC tests leadership teams as a whole and offers confidential feedback to every team member and a group profile to the entire team. The process begins with each member taking the EQi online. Results are scored and sent to IPC. Dr. Darrel Ray reads and interprets the results and then meets with the whole leadership team to show the group profile and discuss what it means for the team. Next, Dr. Ray meets with each team member privately for 45-60 minutes. Each person will learn of two areas they can improve and identify two of the EQ strengths.

Post-testing may be conducted 8-12 months later at an additional charge.

What you will receive:

- One EQi test per person
- One private EQi feedback and coaching session per person
- One EQi group debrief session



Cost:

Depending on specific need, price will vary and is quoted upon request.

Call today to learn how you can release the power of *your* people.