



## ASSESSMENT DESCRIPTION

### EMOTIONAL QUOTIENT (EQ)

Emotional Quotient is the ability to sense, understand and effectively apply the power and acumen of emotions to facilitate high levels of collaboration and productivity. In the business environment, Emotional Quotient is important because it helps you leverage your awareness of emotions for effectiveness in the workplace. The Emotional Quotient Assessment is an excellent resource for use in improving the coaching and development process by giving superior performers the opportunity to truly understand their emotional intelligence and leverage their new knowledge to make better decisions on the job.

This assessment is designed to measure an individual's emotional intelligence. The Emotional Quotient report focuses on five areas within interpersonal intelligence (the ability to understand others) and intrapersonal intelligence (the ability to understand oneself).

### The Five Areas of Emotional Quotient Are:

#### Intrapersonal Emotional Quotient

- **Self-Awareness** – The ability to recognize and understand your moods, emotions and drives, as well as their effect on others.
- **Self-Regulation** – The ability to control or re-direct disruptive impulses and moods and the propensity to suspend judgment and think before acting.
- **Motivation** – A passion to work for reasons that go beyond money and status and a propensity to pursue goals with energy and persistence.

#### Interpersonal Emotional Quotient

- **Social Skills** – A proficiency in managing relationships and building networks.
- **Empathy** – The ability to understand the emotional makeup of other people.