

Part of a Complete Suite of Validated  
360° Feedback Products and Software

# EMOTIONAL INTELLIGENCEview360

Designed for employees of *all* levels



*It's not how smart you are, but how you are smart...The validated Emotional IntelligenceView360 measures 17 critical competencies helping you to recognize, understand and manage your behavior and emotions effectively.*

## » EMOTIONAL INTELLIGENCE AND EFFECTIVENESS

Emotional Intelligence, the ability to recognize, understand and manage your emotions and behavior effectively, may play a far more important role in career success and job performance than “general intelligence” or IQ. Studies suggest that:

- Highly conscientious employees who lack social and emotional intelligence perform more poorly than those high in both conscientiousness and emotional intelligence.
- On average, strengths in purely cognitive capacities are approximately 27% more frequent in high performers than in the average performers, whereas strengths in social and emotional competencies are 53% more frequent.
- The highest performing managers and leaders have significantly more “emotional competence” than other managers.
- Poor social and emotional intelligence are strong predictors of executive and management “derailment” and failure in a person’s career.

## » APPLICATIONS

**Emotional IntelligenceView360** is a comprehensive tool for rigorous, in-depth reporting of strengths and developmental needs on critical social, interpersonal and communication competencies.

**Emotional IntelligenceView360** is ideal for use in executive coaching, senior management/executive development programs, supervisory and management training, and developmental programs for employees at every level of the organization.

## » AT A GLANCE

- 17 Competencies
- 74 Behavioral Questions
- Reliable/Validated Scales
- Internet Administration
- Scoring Bureau Processing
- Comprehensive Feedback Report (with scoring and graph options)
- Developmental Action Plan

## » COMPETENCIES

### Self-Management

- Self-Development
- Adaptability/Stress Tolerance
- Self-Control
- Trustworthiness
- Strategic Problem Solving
- Achievement Orientation

### Communication

- Written/Verbal Communication
- Two-way Feedback
- Oral Presentation
- Active Listening

### Relationship Management

- Building Strategic Relationships
- Conflict Management
- Leadership/Influence
- Interpersonal Sensitivity/Empathy
- Team/Interpersonal Support
- Collaboration/Agreeableness

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Once your clients' strengths and developmental needs have been identified, boost their plan for success with the new **Talent Accelerator**. Talent Accelerator (used in conjunction with Emotional IntelligenceView360) is a comprehensive, online resource system well equipped with competency-based references including books, web sites and other valuable enhancement tools, to help transfer awareness into real behavior change. Your clients create and measure goals, incorporate meaningful suggestions and sustain focus on their professional development using the resources and self-directed development planning system exclusive to Talent Accelerator.

## » FEATURES

### Measures 17 Emotional Intelligence Competencies

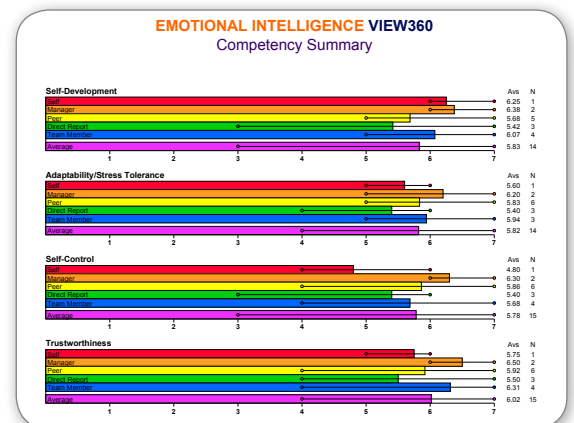
- Assesses self-awareness, social awareness, self-management, relationship management and communication
- Established scale reliability and validity

### Research-Based

- Based on the most widely accepted model of emotional intelligence
- Developed by Kenneth M. Nowack, Ph.D., a licensed psychologist and researcher in the areas of 360° feedback, emotional intelligence and occupational health. Dr. Nowack is a member of Daniel Goleman's Consortium for Research on Emotional Intelligence in Organizations.

### Comprehensive Feedback Report

- Line or bar graph comparisons of "Self" and "Other" ratings
- Customizable rater labels
- Measure of response range
- Most and least frequently observed behaviors
- Open-ended comments section
- Developmental Action Plan
- Group Composite Report



"As an executive coach and consultant, I use EIV360 with clients from a variety of industries. It's my choice instrument when transforming managers to leaders. EIV360 provides in-depth and accurate insight upon which I can set score."

—Beverly Sinclair, MS - The Sinclair Group

### About Envisia

Envisia Tools is a provider and developer of innovative, high-quality people and process solutions for consultants and business professionals working with individuals, teams and organizations.

We provide a variety of customized and off the shelf products in the areas of 360 degree feedback; personality, career and stress assessments; survey solutions and online performance management systems — all customized and branded to meet your needs.