EMOTIONAL INTELLIGENCE**view**360

VIEW**suite**360
BY ENVISIA LEARNING

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.

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As an executive coach and consultant, I use Emotional IntelligenceView360 with clients from a variety of industries. It's my choice instrument when transforming managers to leaders. Emotional IntelligenceView360 provides in-depth and accurate insight upon which I can set score."

Beverly Sinclair, **MS** - The Sinclair Group

AT A GLANCE

- 17 Competencies
- 74 Behavioral Questions
- Reliable/Validated Scales
- Internet Administration
- Comprehensive Feedback Report (with scoring and graph options)
- Online Goal Setting/Reminder System
- Comprehensive Competency Based Resource Library

COMPENCIES

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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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 in 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

Competency Summary
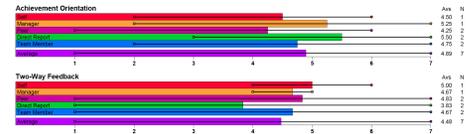
Behaviour Summary Continued

Questions	Self	Manager	Peer	Direct Report	Team Member	Average
Adaptability/Stress Tolerance	**4.20 (0.61)**	**5.00 (0.53)**	**3.40 (0.38)**	**4.20 (0.43)**	**4.40 (0.48)**	**4.14 (0.41)**
Maintains a positive and constructive outlook even when plans or decisions are thwarted	6.00 (1.00)	6.00 (1.00)	1.50 (0.83)	6.00 (1.00)	5.50 (0.50)	4.57 (0.29)
Handles pressure and stress well (e.g., maintains poise, stays calm under pressure, avoids losing control of his/her emotions or behaviour)	4.00 (1.00)	5.00 (1.00)	2.00 (1.00)	4.00 (0.67)	5.00 (0.67)	3.86 (0.51)
Maintains an effective balance between work, family and personal life	3.00 (1.00)	7.00 (1.00)	4.00 (0.67)	3.50 (0.50)	4.00 (1.00)	4.29 (0.51)
Demonstrates flexibility and resilience in response to adversity and challenge	3.00 (1.00)	3.00 (1.00)	3.00 (1.00)	2.50 (0.83)	3.50 (0.50)	3.00 (0.69)
Self-Control	**5.60 (0.80)**	**4.60 (0.31)**	**4.00 (0.70)**	**4.20 (0.58)**	**2.90 (0.50)**	**3.83 (0.49)**
Handles tense situations without overreacting, becoming overly emotional or defensive	5.00 (1.00)	2.00 (1.00)	4.00 (0.67)	4.50 (0.83)	3.50 (0.50)	3.71 (0.57)
Refrains from expressing frustration or anger towards others when upset (e.g., does not raise his/her voice or get impatient with others)	4.00 (1.00)	7.00 (1.00)	4.00 (0.67)	2.50 (0.83)	2.50 (0.83)	3.57 (0.44)
Maintains poise, composure and control of behaviours in the face of interpersonal challenge or threat	7.00 (1.00)	4.00 (1.00)	4.00 (0.67)	4.50 (0.50)	3.50 (0.17)	4.00 (0.44)
Avoids taking unnecessary risks or making impulsive decisions without adequate and relevant information	7.00 (1.00)	7.00 (1.00)	4.00 (0.67)	5.00 (0.67)	3.00 (0.67)	4.43 (0.47)
Resists the desire to speak or act when it will not be helpful to the situation (i.e., able to control emotions and behaviour when necessary)	5.00 (1.00)	3.00 (1.00)	4.00 (1.00)	4.50 (0.83)	2.00 (1.00)	3.43 (0.65)
Trustworthiness	**4.75 (0.72)**	**3.00 (0.76)**	**3.50 (0.50)**	**3.25 (0.64)**	**4.00 (0.42)**	**3.50 (0.52)**
Demonstrates and practices high standards of personal and professional integrity	4.00 (1.00)	4.00 (1.00)	5.00 (0.67)	3.00 (0.67)	2.50 (0.83)	3.57 (0.57)
Maintains openness, honesty and candor in interpersonal relationships	5.00 (1.00)	2.00 (1.00)	2.00 (0.67)	3.50 (0.83)	5.00 (0.33)	3.29 (0.42)

WHY YOU SHOULDN'T BUY A STAND-ALONE 360

The ultimate objective of most 360-degree feedback programs is to successfully change behavior leading to increased effectiveness. Achieving this objective requires three conditions: enlightenment, encouragement and enablement. A 360-degree feedback assessment provides insight and enlightenment. But, without the other two, you won't demonstrate sustained and successful behavior change.

Enlighten
Encourage
Enable

The Three Necessary Conditions for Initiating and Sustaining Successful Behavioral Change

This is why we developed momentor. An online goal setting and learning transfer system that provides the missing elements – a platform for guided goal setting, on-going reminders about progress, competency-based resource library, and an evaluation of effectiveness and progress. It has proven to increase success of behavior change programs by up to 150%.

momentor is available with any ViewSuite or Envisia Learning assessment – including those that are custom designed. Before you buy any 360-degree assessment, be sure to learn more about how momentor translates insight into increased effectiveness and greater ROI for your program.

ABOUT ENVISIA LEARNING

Envisia Learning helps you transform the way you design and deliver assessments and personal development programs.

Our web-based blended learning and assessment platforms enable you to run your programs in a simple, more convenient and effective way. All our platforms are flexible and can be adapted to your own methodology.

Flexibility, innovation and quality are key in every project we work on. Contact us for more information at: sales@envisialearning.com

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