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.

“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

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
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.

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.

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