

## EMOTIONAL INTELLIGENCEview360<sup>⊕</sup>

*It's not how smart you are, but how you are smart. The validated Emotional Intelligence View 360 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 Intelligence View 360 is a comprehensive tool for rigorous, in-depth reporting of strengths and developmental needs on critical social, interpersonal and communication competencies.

Emotional Intelligence View 360 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)
- 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

### TESTIMONIAL

“As an executive coach and consultant, I use EIV360 w/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

**EMOTIONAL INTELLIGENCEview360** <sup>⊕</sup>

**FEATURES**

**MEASURES 17 EMOTIONAL INTELLIGENCE COMPETENCIES**

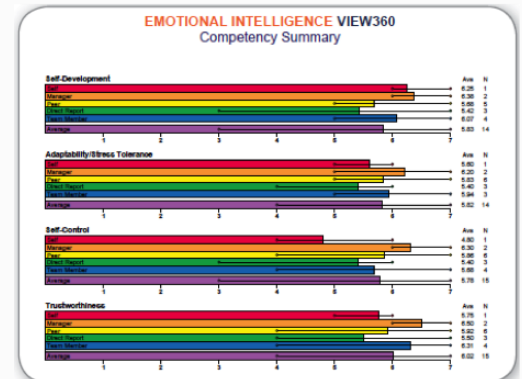
- Assesses self-awareness, social awareness, self-management, relationship management and communication
- Established scale reliability and validity

**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



**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.

Envisia Learning’s much acclaimed Talent Accelerator is 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 called ProgressPulse. It has proven to increase success of a behavior change program by up to 150%.

Talent Accelerator is available with any Envisia Learning assessment – including those that are custom designed just for you. Before you buy any 360-degree assessment, be sure to learn more about how Talent Accelerator translates insight into increased effectiveness and greater ROI for your program. Just visit our website at [www.envisialearning.com](http://www.envisialearning.com).



**The Three Necessary Conditions for Initiating and Sustaining Successful Behavioral Change**

**ABOUT ENVISIA**

Envisia Learning has been helping leaders, consultants and coaches deliver real and lasting behavior change in organizations for over 25 years. The company’s 360-degree feedback assessments and online goal-setting tools merge their expertise in psychology, technology and coaching to offer a complete behavior change system. We invite you to look around our website or contact us to learn more.