

## Emotional Intelligence and Your Success!



### What makes you successful?

While there are many contributors to success, one key factor is emotional intelligence (EI). While IQ plays an important part in our development and is a strong predictor of performance, only 1% is attributed to success. Research indicates, however, that strong Emotional Intelligence contributes almost 27% to your overall success.

We can conduct a detailed analysis of your current level of emotional intelligence for you and your team members.

### Can I improve my emotional intelligence?

The most positive aspect of Emotional Intelligence, is that it can be enhanced through training and coaching programmes, which focus on interpersonal skills and emotional awareness.

### How do I assess my Emotional Intelligence?

You can receive a confidential assessment of your emotional intelligence by completing the **Bar-On EQi Assessment Tool**. This can be done at a time convenient to you. You will be given a unique access code to logon to the online assessment centre. No-one can access this code except you assessor. No names or personal details are ever used.

The BarOn EQ-i® assessment tool is based on over 20 years of research by Dr. Reuven Bar-On and tested on over 85,000 individuals worldwide. It measures emotionally and socially intelligent behaviour as reported by respondents.

You are provided with 125 statements in multiple choice options and you just tick the appropriate response from (1.) never true of me to (5.) always true of me.

## How is it validated?

BarOn EQ-i® 125 consists of 125 items and includes four validity indices and a sophisticated correction factor rendering scores for the following components:

- **Intrapersonal**  
(Self-Regard, Emotional Self-Awareness, Assertiveness, Independence, and Self-Actualization)
- **Interpersonal**  
(Empathy, Social Responsibility, and Interpersonal Relationship)
- **Stress Management**  
(Stress Tolerance and Impulse Control)
- **Adaptability**  
(Reality Testing, Flexibility, and Problem Solving)
- **General Mood Scale**  
(Optimism and Happiness)
- **The BarOn EQi assesses the 15 skills that constitute Emotional Intelligence and provides suggestions on how to maximize your strengths and overcome weaknesses.**

## How long does it take to complete? Is it confidential?

You can complete the assessment easily and confidentially online in approximately 30 minutes. All reports are automatically deleted from the system once the assessment is completed.

## How can I use the information?

Your coach will provide you with an in-depth assessment of your emotional intelligence and guide you in identifying your strengths and assist you in focusing on a course of action to enhance your development needs.

The Reuven BarOn EQi has a worldwide database of EQ scores and provides profiles of all professions including successful pilots, high-tech knowledge workers, lawyers, journalists, sales and marketing professionals, senior managers and CEO's.

For more details contact us at [deirdre@peopleresources.ie](mailto:deirdre@peopleresources.ie)