



WORKPLACE REPORT

How can EI help
my employees
manage their
careers?



EI in Action: Workplace

The Ottawa Hospital's

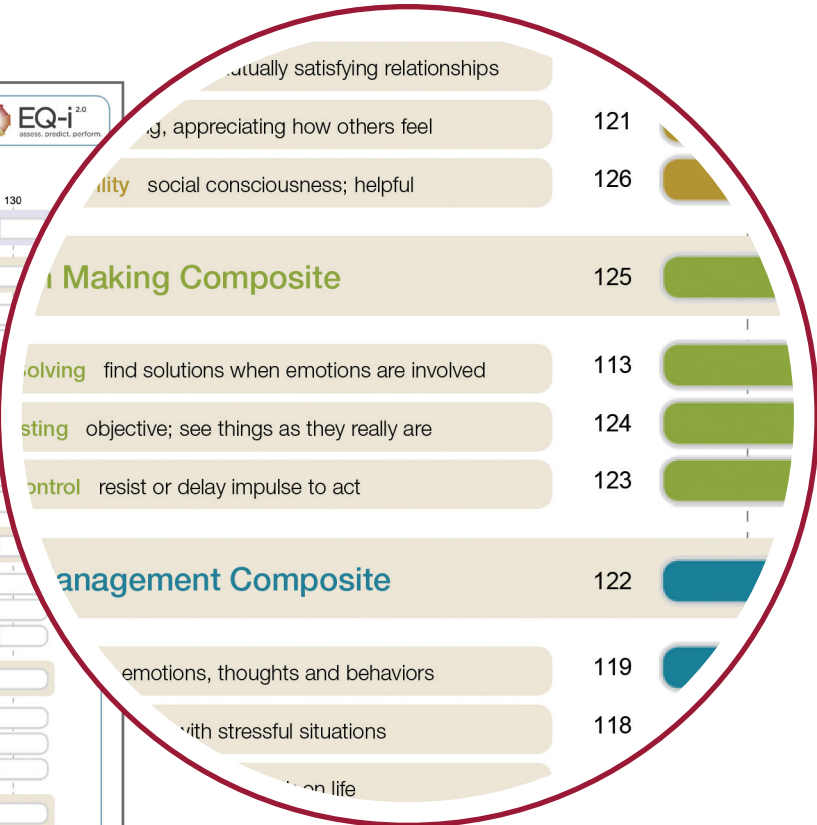
Leadership Academy has incorporated the use of the EQ-i 2.0 to promote and enhance self-awareness and other essential leadership skills. Emotional Intelligence development is viewed as an integral element of professional development and the hospital focuses on EI coaching for people leaders, physicians and support staff. Hospital staff face unique challenges every day in providing patient services while managing typical workplace situations and stressors. The Hospital recognized that although doctors are experts in their chosen fields, they sometimes lack the communication, empathy, and interpersonal skills necessary to become better leaders and provide patient-focused healthcare. Research

has illustrated the importance of incorporating emotional intelligence in medical admission systems above cognitive intelligence.



see back

KEY FEATURES



OVERVIEW OF YOUR CLIENT'S RESULTS

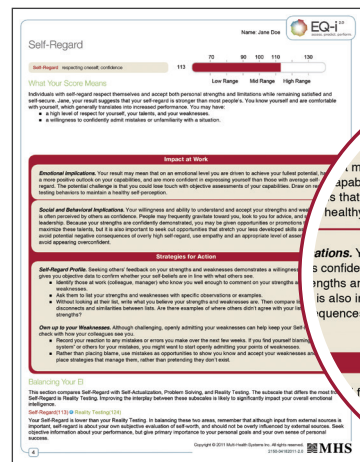
Get an overall picture of your client's complete EQ-i 2.0 results along with definitions of each subscale:

- Quickly identify patterns in your client's profile.
- Give your client a clear, organized understanding of their strengths and weaknesses in a constructive way.
- Effectively measure where your client is and wants to be by comparing results against sample groups of general population (based on geographic location, gender, and age) or professional respondents (based on education, occupation, gender and age).

WHEN TO USE THE EQ-i 2.0 WORKPLACE REPORT?

An employee's skills and qualifications are important for success within their role. An employee's emotional intelligence can be just as important, if not more so, for fulfillment within, or potentially beyond, their current role. The EQ-i 2.0 Workplace Report is designed to be used in

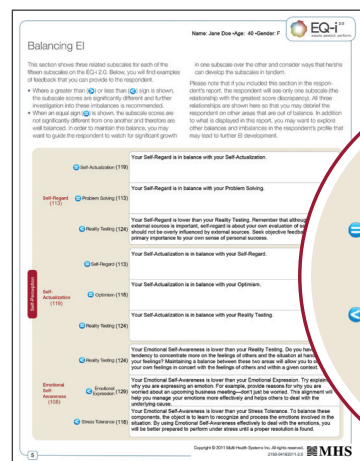
instances of coaching and development situations in work settings for an individual at a non-management level. It helps coaches focus on the impact of emotional intelligence at work and offers suggestions for working more effectively in one's role, with colleagues, supervisors and clients.



INDIVIDUAL SUBSCALE PAGES

Gain deeper insight into how each subscale impacts your client's work performance (i.e. conflict resolution, change management, teamwork, decision making and more) – with suggested strategies customized based on your client's individual results:

- This section is the foundation for making relevant links between your client's behavior at work and emotional skill set.
- Get specific and actionable strategies to drive your client's success in each subscale.
- Give your client helpful information on each EI skill in language that enables your client to utilize strengths.



BALANCING EI

Take interpretation further by making important links between key scales with the Balancing EI section:

- Make instant connections between related subscales and help your client leverage EI strengths and improve EI weaknesses.
- Get started on feedback with pre-designed narratives explaining the common traits of imbalanced emotional intelligence skills.
- Save preparation time as much of the interpretation is done for you based on your client's results.

SPECIFIC APPLICATIONS FOR THIS REPORT ARE:

- INDIVIDUAL DEVELOPMENT
- TEAM DEVELOPMENT
- SELECTION/RECRUITMENT
- CAREER COUNSELING/ OUTPLACEMENT SERVICES

Action Plan

The steps you take toward achieving your EQ goals will determine whether or not success is realized. Use this step-by-step action plan to help you get closer to your goals. Remember to use the SMART* goal-writing criteria for each goal.

Write down up to three EQ skills or behaviors that you would like to further develop (e.g., "reflective listening" to build empathy or "recognizing how my body reacts to stress" to raise emotional self-awareness). The SMART* goals that you outline in this template should help to strengthen these EQ skills and behaviors.

- 1.
- 2.
- 3.

Write down up to three overall qualities that you would like to have (e.g., integrity, considering other people's views, open communication). In some cases, the goals you outline in this action plan should help you achieve the overall qualities you identify.

- 1.
- 2.
- 3.

Transfer your SMART* goals into the action plan template below.

| SMART Goal | Time Frame | Benefits | Measure of Success | Support and Resources Needed | Potential Pitfalls |
|------------------|--------------------------------------|---|--|--|---|
| Listen to others | In team meetings starting from today | Other people will listen to me. I will get to hear everyone's views | Feedback from the team to see that I am listening to their views and that they are listening to mine | From the team to give me honest feedback | Time - other team may not give me feedback at the right meeting |
| | | | | | |
| | | | | | |
| | | | | | |

I commit to this action plan: _____

Copyright © 2017 MHS Health Systems Inc. All rights reserved. 1708-04-0201-1.0 MHS

Transfer your SMART goals into the action plan template below.

| SMART Goal | Time Frame | Benefits | Measure |
|------------------|--------------------------------------|---|--|
| Listen to others | In team meetings starting from today | Other people will listen to me. I will get to hear everyone's views | Feedback from team to say listening to Take action other peer suggests |

ACTION PLAN

The steps your client takes toward achieving his or her goals is key to realizing success.

- An Action Plan, using SMART* goals, is provided for you to track your client's progress toward achieving EI development goals.
- Take advantage of a consistent, standardized format that is easy to follow for you and your client.

* SMART: Specific, Measureable, Attainable, Relevant, Timely

TO LEARN MORE ABOUT HOW EMOTIONAL INTELLIGENCE CAN IMPACT THE WORKPLACE, READ THE EQ EDGE BY DR. STEVEN STEIN AND DR. HOWARD E. BOOK.



The EQ Edge: Emotional Intelligence and Your Success

By understanding EQ, you can build more meaningful relationships, boost your confidence and optimism, and respond to challenges with enthusiasm—all of which are essential ingredients of success.

NORTH AMERICAN PRICING (\$1=1 TOKEN)

EQ-i 2.0 Workplace Report

60 Tokens



HILE RUTLEDGE, PRESIDENT AND
PRINCIPAL CONSULTANT OF OKA

“This tightly written and beautifully organized report presents a compelling behavioral portrait for anyone in the workplace—from C-Suite to entry-level. What do you look, sound and act like on the job? How does your behavior compare to the average person’s? What development actions would best serve you? The EQ-i 2.0 Workplace Report answers these questions.”

The importance of EI

in the medical community is represented by the emerging practice of using EI to select medical students or as an integrated training component of medical degrees. Progressive surgical programs have begun implementation of assessment and training as an established component of their curricula. The EQ-i 2.0 tool has proved to be very effective in assisting staff in non-leadership roles that may be technical experts, but struggle with personal insight. In short, understanding and dealing with one’s emotions and the emotions of others in an often stressful environment is at the heart of the skills and competencies involved in EI.

