

The EQ360[®] Report



WHEN SHOULD I USE THE EQ360 REPORT?

The EQ360 Report provides an in-depth analysis by having those who work with your client and know your client personally provide feedback in addition to your client's self-assessment. Allowing for unlimited raters (Managers, Peers, Direct Reports, Friends and Family), these observer ratings are compared with the self-assessment in order to provide your client with a 360° view of his or her effectiveness. This allows your client to see areas of strengths and blind-spots as seen through the eyes of their rater groups, providing opportunities for development.

Specific applications for this report are:

INDIVIDUAL & LEADERSHIP DEVELOPMENT

SUCCESSION PLANNING

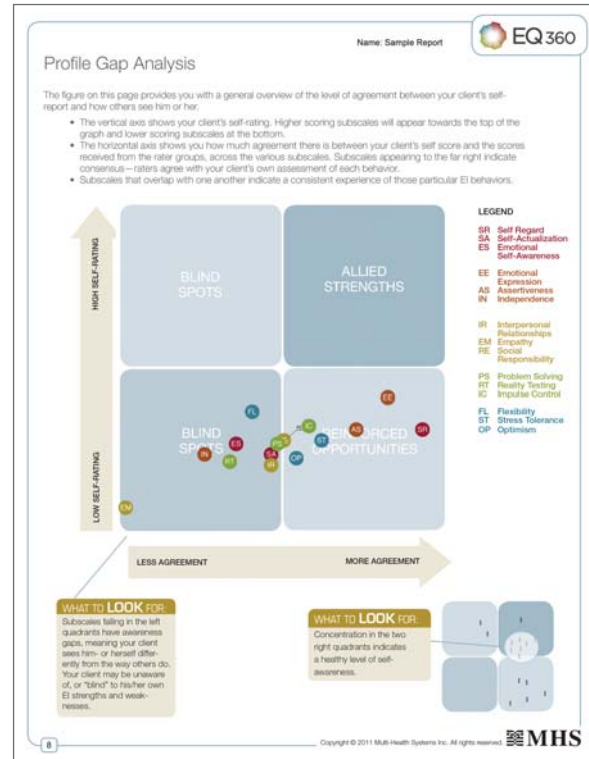
ASSESSING AND DEVELOPING TOP TALENT

The EQ360[®] Report Key Features

PROFILE GAP ANALYSIS

This innovative interpretation tool identifies blind spots, allied strengths, and developmental opportunities – all in one place.

- Save hours of interpretation and preparation time reviewing raters' responses and graphs.
- The Profile Gap Analysis can easily highlight where raters agreed with the individual's assessment and where they did not, in one snapshot.



EASY ADMINISTRATION AND SUPPORT

The EQ360 multi-rater report is completely aligned with the EQ-i 2.0 self-assessment providing a seamless user experience.

- Both use the same EQ-i 2.0 model.
- Import EQ-i 2.0 reports directly into the EQ360.
- Add your own custom, open-ended questions relevant to the organizational goals, situations, and desired outcomes.

RATER RESPONSE SUMMARY

A one-page summary of all responses – easy to interpret and understand.

- No need to flip pages to find subscale responses. Save time and frustration with this one-page summary of results.



EACH SUBSCALE INTERPRETED FROM TWO DIFFERENT PERSPECTIVES

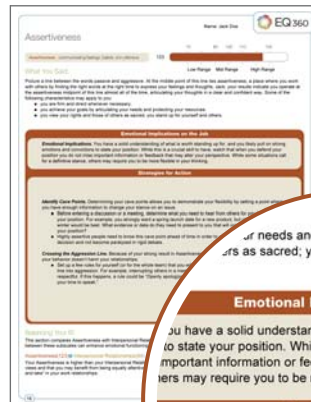
The EQ360 report is designed to allow your client to view both the self-report and rater group results for all fifteen subscales and the Well-Being Indicator.

SELF PERSPECTIVE

- Strategies for Action – The interpretation and development support section provides relevant strategies for development.
- Balancing Your EI – Understanding the implications of having a balanced EI profile can help your client get to issues and potential solutions faster.

RATER PERSPECTIVE

- Interpretive Results for the Biggest Gaps and Closest Agreements – Understand where the raters agree and disagree with the self-rating and what the implications might be.



Emotional Implications on the Job

You have a solid understanding of what is worth standing up for, and you are not afraid to state your position. While this is a crucial skill to have, watch for important information or feedback that may alter your perspective. Others may require you to be more flexible in your thinking.

Strategies for Action

Identifying your cave points allows you to demonstrate your flexibility to change your stance on an issue. In a meeting or a meeting, determine what you need to hear from others. If you strongly want a spring launch date for a new product, do they need to present to you before you can set a cave point ahead of time?

“What does it cost you when your employees are in survival mode rather than thrive mode? What does it cost if they have no access or support to be courageous and creative? Emotional Intelligence assessments address these questions and help identify key areas where you can improve.”

BOB ANDERSON, CEO, 1HERO SPORTS



Biggest Gap

The rater group whose score is most different from your self-assessment:

YOUR MANAGER

Raters Said:

Others all rated you differently than you rated yourself. This was most different from your self-assessment.

How your MANAGER rated you:

The gap between how you and your Manager(s) rated you is less independent than you believe you are. It may be worth exploring what you believe and validation by your Manager(s) and becoming overly dependent / lower than you did yourself on. If you want to be more independent...

Assessments & Certification Provider:
 EQSMARTS™
 503.781.6489 | susan@hptworks.com | www.hptworks.com

