# The EQ-i 2.0® Leadership Report



### WHEN SHOULD I USE THE EQ-i 2.0 LEADERSHIP REPORT?

The Leadership Report is a self-report that examines EQ-i 2.0 results through four key dimensions of leadership: Authenticity, Coaching, Insight, and Innovation. As an option, client's results can be compared against those of top leaders, creating a coaching benchmark for exceptional EI performance. The leadership report also contains insights on the leadership and organizational implications of your client's results, information about which skills have the highest potential to be leadership derailers, as well as strategies for development aimed to help your client reach his or her true leadership potential.

Specific applications for this report are:

#### LEADERSHIP DEVELOPMENT

EXECUTIVE DEVELOPMENT AND COACHING DEVELOPING HIGH POTENTIALS

SENIOR LEVEL SELECTION AND SUCCESSION PLANNING



## The EQ-i 2.0<sup>®</sup> Leadership Report Key Features

In addition to features found in the Workplace Report, the Leadership Report also includes the following:

#### **EXECUTIVE SUMMARY PAGE**

View your client's 3 highest and 3 lowest scoring El subscales:

- Identify areas in which your client excels and helps fuel organizational and personal performance.
- Flag skills in need of development in order to prioritize strategies for growth.

	LIVE	: Sun	mary	70 90 100 110 130
Total EI				123
				Low Range Mid Range High Range
Highest Compared t	o your o	ther scores	, these three subs	cales might be areas you could further leverage. The corresponding
			and inte	
Problem : 70	90	100 110	130	As a leader you are rarely seen allowing your emotions to
				As a reader you are ratery seen aboving your encounts to cloud your objectivity. You make the required decisions for your team and keep the workflow moving. Your result on this subscale is not only above average but it also falls within the leadership bar.
- mation of	1 Even	and an inter		readers up our.
Emotiona	= Expre	ession (12	3)	You are likely very comfortable in expressing your emotions
				and lead in a way that is authentic and inspirational. Free emotional expression ensures you are seen as human with a
14	1	100.04		connection to your work and those you lead. Your result on this subscale is not only above average but it also falls within the londership has not only above average but it also falls within the londership has been supported by the second secon
Assertive	ness (1	23)		the leadership bar.
	-		100	Your result suggests that you are a leader who shares your thoughts and maintains a strong position when your beliefs are
	_			challenged. Remain aware of being assertive as opposed to aggressive. Your result on this subscale is not only above average but it also falls within the leadership bar.
Lowest Compared t pages will p	o your o	ther scores		cales might be areas you could develop. The corresponding subscale
Compared t	o your a rovide y	ther scores	, these three subs	
Compared t bages will p	o your a rovide y	ther scores	, these three subs	Empathy is a skill that you regularly utilize in your leadership approach to build a culture of caring within your team.
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Compared t bages will p Empathy(	to your o rovide y (105)	ther score ou with Str	<ol> <li>these three subsi ategies for Action.</li> </ol>	Empathy is a skill that you regularly utilize in your leadership approach to build a culture of caring within your team. Developing empathy further will help you fully understand
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#### LEADERSHIP POTENTIAL PAGE

This section provides you with a leadership lens through which to view your EQ-i 2.0 results. A leader who embodies higher EI through the 4 key dimensions of leadership is more likely to increase work satisfaction, create trust, and foster organizational commitment and loyalty.

- If the Leadership Potential page is turned on, graphical icons will appear on every subscale page linking the subscale to the four leadership competencies.
- Leadership derailer section examines how low scores for specific El skills may particularly hinder leadership success.

### LEADERSHIP BAR

A gold leadership bar appears on the Overview of Results page, and above all bar graphs on every subscale page. This bar represents the range of scores of the top leaders (those who EQ-i 2.0 scores were in the top 50% of the leader sample).

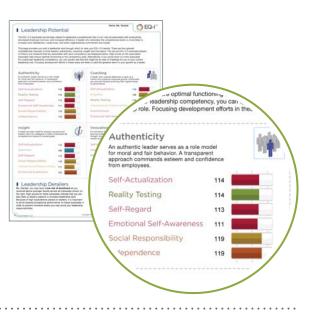
- Using this bar, your client can compare his or her results on the EQ-i 2.0 to those exceptional leaders who demonstrate high El.
- Focus development efforts in areas where your client scored lower than other leaders, in order to improve leadership capabilities.

#### LEADERSHIP TOPICS

Three current leadership topics are explored using the EQ-i 2.0 model. These optional topics can be selected depending on organizational leadership issues. We've researched trending topics like conflict resolution and multi-generation workforces to show the connection between EI and the challenges your clients are dealing with every day.

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





DEQ-I

Reality Testing

90 100 110

Mid Range

70

Low Range

130

High Range

