



GROUP REPORT

How can EI help
teams to work
more cohesively?



EI in Action: Leadership

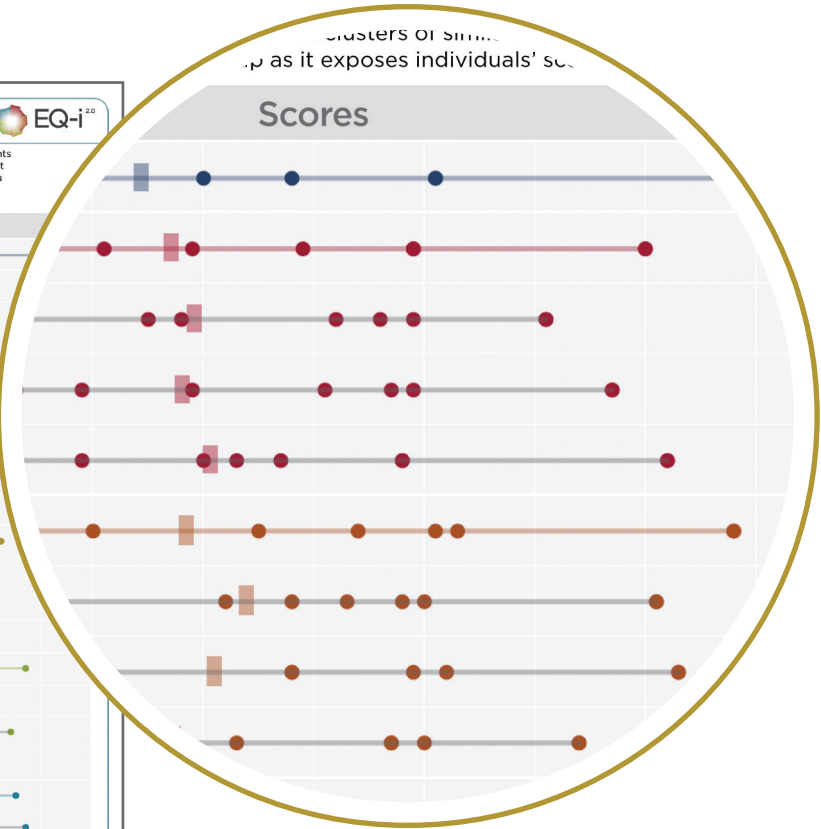
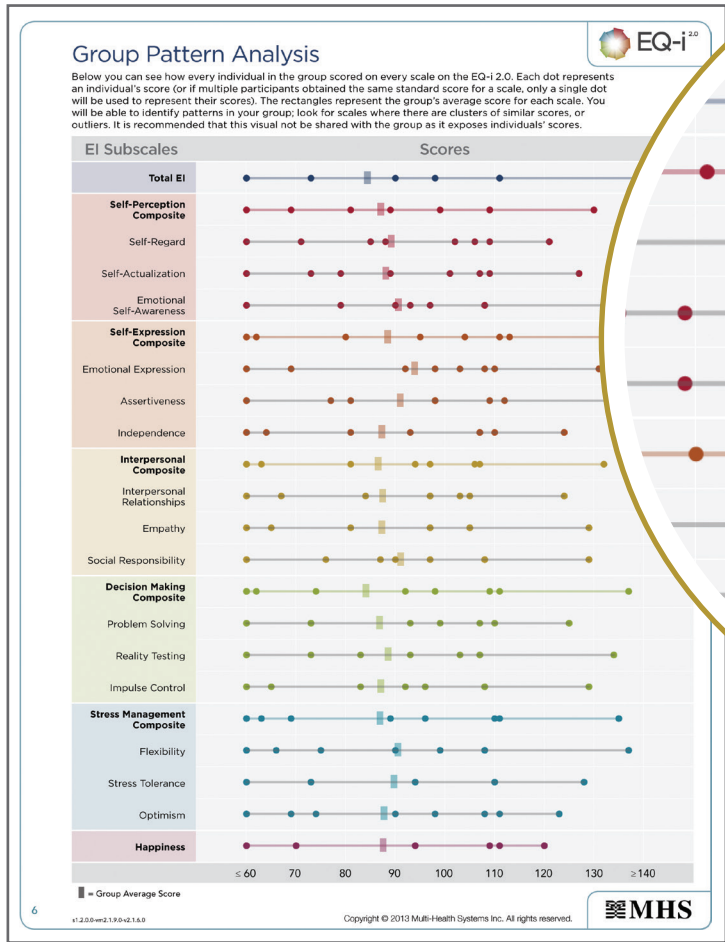
Oklahoma Gas & Electric (OGE)

implemented the EQ-i 2.0 by dividing the company into five groups: Executives, Directors, Managers, Supervisors, and Employees. The findings were very beneficial in understanding company dynamics and shed light on certain areas of improvement. The overall emotional intelligence scores, although not a cause for concern, showed some interesting things to the OGE group. All average self-report scores for each group fell within the Average or High range with Executives rating themselves higher than Employees in EI. The top results of the group on both self-report and rater-feedback scores were Problem Solving, Impulse Control and Self-Actualization. These scores are beneficial in an organizational setting because those who possess a high Problem Solving score tend to tackle problems head-on without getting distracted by their emotions and it's a crucial skill towards certain leadership traits and is correlated

OG+E[®] with transformational
leadership behaviors.

see back

KEY FEATURES



GROUP PATTERN ANALYSIS PAGE

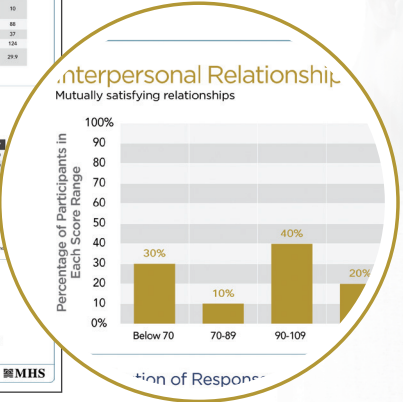
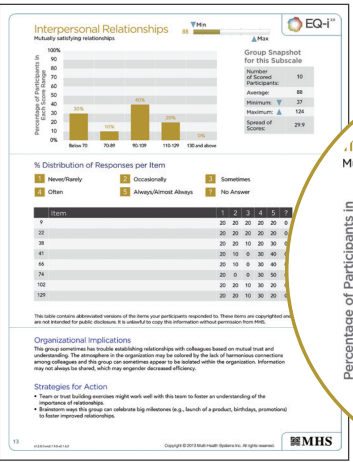
View the relationship between individual scores and group averages in a visually appealing and easy to interpret graph.

- This page provides a visual representation of the spread of scores, which describes how close or far apart each individual group member's score is to the group's average score.
- Easily identify EI patterns in the group, helping you determine which common skills need further development.

WHEN TO USE THE EQ-i 2.0 GROUP REPORT?

Regardless of whether a group works harmoniously with great collaboration and cohesion, or finds itself with conflicting opinions and strategies that can affect the balance of a group, this report can be used when looking for deeper insights into a group's strengths as well as areas where the

group can be more effective. Implications at an organizational level can be examined and strategies for action can further develop the group's potential. The EQ-i 2.0 Group Report combines the scores of individuals that take the assessment in a manner that enables interpretation at a group or team level.



OVERVIEW OF EACH SUBSCALE

Information about each subscale is compiled onto a single page enabling you to see detailed information regarding the group's subscale score and response tendencies, along with implications and developmental strategies associated with the group's subscale score.

- Implications and strategies are specifically focused on the effects that group EI scores have on either a group's immediate work environment or on the organization as a whole.
- Includes a download graphs feature: download bar graphs as an image file for inclusion in your group feedback coaching materials.
- Each EI skills page shows the distribution of scores for the group, allowing you to see trends not as noticeable when using averages alone.

Item	1	2	3	4	5	?
10 Feels good about self	20	30	0	10	40	0
19 Feels safe of self	20	10	10	20	40	0
31 Doesn't feel good about self	70	0	0	10	20	0
64 Lacks self-confidence	50	0	10	20	20	0
89 Feels it hard to accept the way he/she is	50	0	10	20	20	0
128 Thinks highly of himself/herself	20	20	10	30	20	0
130 Respects self	20	20	10	30	20	0
132 Happy with self	20	20	10	30	20	0

% DISTRIBUTION OF RESPONSES PER ITEM

- | | | |
|----------------|------------------------|-------------|
| 1 Never/Rarely | 2 Occasionally | 3 Sometimes |
| 4 Often | 5 Always/Almost Always | 6 No Answer |

This table contains abbreviated versions of the items your participants responded to. These items are copyrighted and are not intended for public disclosure. It is unlawful to copy this information without permission from MHS.

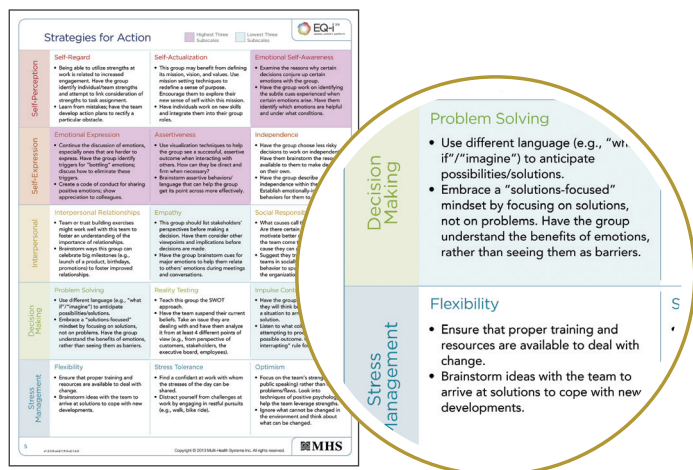
Easily download and drop graphs from the report into PowerPoint presentations

SPECIFIC APPLICATIONS FOR THIS REPORT ARE:

- PROVIDING GROUP OR TEAM FEEDBACK ON EQ-i 2.0 RESULTS
- TEAM BUILDING
- IMPROVING GROUP DYNAMICS
- PROVIDING AN ORGANIZATIONAL SUMMARY OR REPORT OF AN EQ-i 2.0 PROGRAM

ORGANIZATIONAL IMPLICATIONS

This group is unlikely to be a catalyst for change in the organization, preferring to revert to a tentative approach in their interactions with others. A conservative approach is utilized in decision-making, and ideas may sometimes not be voiced during meetings. The group is unlikely to play to its strengths, and some people may be in roles that they are not suited for. There is a possibility that motivation may be low, which can spur higher levels of disengagement and turnover.



FOR FURTHER INSIGHTS INTO THE INNER WORKINGS OF A SUCCESSFUL ORGANIZATION, READ DR. STEVEN STEIN'S "MAKE YOUR WORKPLACE GREAT: THE 7 KEYS TO AN EMOTIONALLY INTELLIGENT ORGANIZATION."

The proprietary and cutting-edge research carried out by the author led to outcomes that shed new light on management practice and strategy. The 7 Keys presented in this book, when implemented, will produce immediate results and long-term enhanced performance.

The 7 keys

- Hire capable people who love the work they do and show how they contribute to the bigger picture.
- Compensate people fairly.
- Don't overwork (or underwork) people.
- Build strong teams with shared purpose and viable goals.
- Make sure managers can manage.
- Treat people with respect and leverage their unique talents.
- Be proactively responsible by doing the right things to win the hearts and minds of your people.



Make Your Workplace Great: The 7 Keys to an Emotionally Intelligent Organization
Steven J. Stein, Ph.D.

STRATEGIES FOR ACTION

This page provides recommended strategies:

- Use as a tool to gain group members' commitment to agreed upon action plans.
- The 3 highest and 3 lowest EI skills are highlighted.

NORTH AMERICAN PRICING (\$1=1 TOKEN)

EQ-i 2.0 Group Report

225 Tokens

The EQ-i 2.0 results in

Impulse Control showcased their restraint and composure while Self-Actualization indicated that group members found their work meaningful, were motivated and sought new challenges. This trait is tied into many leadership competencies, such as being authentic, willing to coach others and providing a meaningful vision for others to follow. Developmental opportunities within this group were Emotional Expression, Empathy and Emotional Self-Awareness. Lower Empathy scores suggest that the group may not take the time to understand each other and the focus should be to be mindful of some issues that their peers may be sensitive towards. Emotional Expression skills can be honed by identifying instances where someone chooses not to express their feelings and being able to recognize why. Emotional Self-Awareness can be accomplished by asking for feedback from trusted colleagues about how emotions have affected them in the past. The results of the in-depth report were used to revise the Leadership Development Program to continually improve EI competencies.