



**AROUND THE CLOCK**  
CONSULTANTS



**EQ-i<sup>2.0</sup>**  
assess. predict. perform.

## Emotional Intelligence Assessment with Action Plan

For over 20 years, consultants and organisations have trusted the science that underpins the EQ-i 2.0 to help improve human performance. It is the first scientifically validated measure of emotional intelligence (EI) coupled with ongoing research.

The EQ-i 2.0 has extensive evidence supporting its external validity:

- It has been used to predict job performance
- EQ-i 2.0 skills can be used to predict and improve leadership competencies
- The underlying structure of the EQ-i 2.0 model holds up in different regions across the world
- The EQ-i 2.0 is based on a history of assessment research spanning decades
- The EQ-i 2.0 correlates with similar emotional and social measures (i.e. convergent validity) and has been shown to be unrelated to dissimilar constructs, like intelligence (i.e. discriminant validity).

ATC Consultants have been providing leadership coaching for two decades. We understand that while skills and qualifications are important for you to achieve success in your role, your emotional intelligence can be just as important, if not more so, for fulfilment within, or potentially beyond your current role.

Our Emotional Intelligence coaching services include developing and highlighting your EI skills, formulating career development strategies and action plans, and working on emotional and behavioural aspects which can boost your career prospects. Our programmes are customised to meet every client's unique needs and ambitions.

### EQ-i 2.0 can help you with:

- Exploring how you perceive yourself
- Discovering how you express yourself
- Learning how you connect with others
- Improving your decision making
- Allowing you to manage stress better

## Emotional Intelligence Explained

Emotional Intelligence (EI) is a set of emotional and social skills that influence the way we perceive and express ourselves, develop and maintain social relationships, cope with challenges, and use emotional information in an effective and meaningful way. People higher in EI communicate effectively, form strong relationships, and create powerful coping strategies. EI can be measured, and it can be substantially strengthened and developed.

## The Workplace Report

This report gives an overall picture of your complete EQ-I 2.0 results along with definitions of each subscale. It gives you a clear, organised understanding of your strengths and weaknesses in a constructive way. The Workplace Report is ideal for people in a non-managerial role. It focuses on the impact of emotional intelligence at work and offers suggestions for working more effectively in your own role, with colleagues, supervisors and clients.

## The Leadership Report

In addition to the features found in the Workplace Report, the Leadership Report also includes; the Executive Summary page, which identifies your 3 highest and 3 lowest scoring EI subscales, the areas where you excel and areas in need of development in order to prioritize strategies for growth; and the Leadership Potential page, a leader who embodies higher EI through the 4 key dimensions of leadership is more likely to increase work satisfaction, create trust and foster commitment and loyalty.

## The EQ 360 Report

As an existing leader it is important to gain an understanding of your performance in the workplace, the EQ 360 Report provides insights into your performance as a leader by peers, direct reports and supervisors. This report allows for an unlimited number of raters to provide feedback and provides insights into opportunities for development. The Leadership 360 report lends itself well to a follow-up with the same group of evaluators to compare results and track progress.

## The Group Report

The Group 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 organisational 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.

# What is involved in our Emotional Intelligence coaching?

While each client's career plan is personalised to their particular set of circumstances, there are three main steps that are involved:

## 1. Understanding EQ-I 2.0 Scales and subscales

ATC Coaches work with each client to ensure they have full understanding of EQ-i 2.0. The model includes 5 composite scores measuring 5 distinct aspects of emotional and social functioning:

- i. Self-Perception
- ii. Self-Expression
- iii. Interpersonal
- iv. Decision Making
- v. Stress Management

These are further broken down into 15 subscales that hone in on EI skills critical to workplace success. A Well-Being indicator that measures your level of happiness is also included.

## 2. EQ-i 2.0 Assessment

Each client will complete an online EQ-I assessment, the required report will then be generated and provided to the client. This is a powerful assessment that takes a snapshot of a person's emotional intelligence at a particular point in time. With a focus on developing a set of emotional and social skills, emotional intelligence can improve. Your ATC Coach will guide you through your report and assist you in creating an action plan for future development.

## 3. Creating a development action plan

When developing your action plan, your coach will encourage you to use this three-step process:

- i. **Self-Reflection** – evaluate yourself on the emotional intelligence subscales
- ii. **Review** – work through your EQ-I 2.0 assessment report with your coach. Make adjustments, if any, to the subscales you would like to focus on in your development plan
- iii. **Development** – based on the subscales you have targeted for development, create a plan for improvement and success. Remind yourself often about your objectives and goals.

## Preparing yourself for Emotional Intelligence Coaching

Our EQ-i 2.0 coaching programs are collaborative processes between the coach and the client. They require commitment and involvement from both parties. Ultimately, the coach's role involves facilitation and partnering with you on the identified direction you want to go in. The implementation phase will be wholly dependent on the client. When investing in emotional intelligence coaching, we encourage our clients in the following ways:

### Come with an open mind

Willingness to learn and implement new strategies is important to ensure that emotional intelligence coaching is successful. A client who is willing to learn and adopt new approaches to their EI will be more likely to benefit more from EI coaching.

### **Willingness to implement identified strategies**

Knowledge and new skills will be of no benefit if they are not implemented. As a client, you need to be ready to implement the strategies formulated during the EI coaching process. Think of our emotional intelligence coaching services as a guide, to reach your destination, you must take initiative. Your coach will support you with this.

### **A long-term view**

This is a long-term process; our emotional intelligence is continually developing through our lives and our life experiences. You will have an action plan for specific EI development, this plan will be based on the subscales you have targeted for development and improvement. Remember to remind yourself often about your objectives and we recommend you re-take the EQ-i 2.0 assessment annually or bi-annually to track your progress.

## **Frequently Asked Questions (FAQs)**

### **1. When should I sign up for emotional intelligence coaching?**

Emotional Intelligence coaching can be useful to you at any point in your career, whether you are just getting into the job market or if you want to make some changes, career-wise. EI coaching can be of great benefit to new or existing leaders to help them develop their leadership skills.

EI coaching is also valuable when you are facing difficulties advancing further up the corporate ladder.

### **2. How will emotional intelligence coaching benefit me?**

One of the most important benefits of EI coaching is having your own EQ-i 2.0 Report. The EQ-i 2.0 is a psychometric assessment which measures emotional intelligence and how it can impact people and the workplace. Being the first scientifically validated measure of EI, coupled with research from premier organisations, means you can count on the EQ-i 2.0 to guide your development.

### **3. How do I attend the emotional intelligence coaching sessions?**

We conduct the coaching sessions via video conferencing (Zoom, Skype, or MS Teams). Inflexible personal schedules and geographical constraints should not be an issue when getting emotional intelligence coaching. Added to this the enormous upsurge in remote working in light of Covid 19 has made this our standard coaching approach. We coach clients throughout the Republic of Ireland along with the UK, Europe and United States. The process can be applied to most individuals in any industry.

### **4. How many sessions do I need to attend?**

Emotional intelligence coaching is tailored to meet each client's specific needs. Completing the Workplace or Leadership Report with an Action Plan is completed in 3 one-hour sessions.

### **5. How much does career coaching cost?**

Option 1 for Workplace and Leadership Reports is €450 and Option 2 for 360 Reports is €700.

### **6. How do I know that I am working with a reliable career coach?**

It is important to ensure that you are investing your time and resources on a qualified career coach who will be effective in terms of facilitating your career development goals. Some criteria that you can use to determine a coach's suitability include:

- Proven track record: While experience is not an absolute necessity, it does help to work with a coach who has glowing testimonials from satisfied clients who benefited from their guidance to achieve their career goals. At the very least, watch out for too many negative reviews if you want to have a pleasant career coaching experience.
- Enthusiasm and Passion: A big part of a career coach's job is motivating their clients to work through their fears, self-esteem problems and low motivation as they work towards achieving career satisfaction. This means that an effective coach needs to have a lot of enthusiasm and passion for their job to properly motivate their clients.
- Professionalism: You want to work with someone you can rely on when receiving career coaching. While professionalism can be hard to ascertain initially, make sure that you are working with someone who respects agreed upon session schedules and who presents themselves in a professional manner.
- Academic qualifications: You want to work with someone who is well trained in EQ-i 2.0, Human Resource Management, Management Consulting, Psychology or relevant coaching and mentorship qualifications. Most reliable career coaching practitioners will proudly advertise their qualifications.

ATC Coaches are carefully chosen in order to satisfy all of this criteria and provide our clients with the most impactful and robust experience possible.

## Invest in yourself today

Every working person should consider emotional intelligence coaching at some point in their professional lives. It is a valuable service that will provide you with expert insights on your current career progression path, and the changes that you can make to achieve your lifelong career goals. This is why our emotional intelligence coaching Cork program is an important investment.

OPTION 1 €450	OPTION 2 €700
Understanding of Emotional Intelligence EQ-i composites and subscales (1 hour)	Understanding of Emotional Intelligence EQ-i composites and subscales (1 hour)
Detailed EQ-i 2.0 Workplace or Leadership Report	Detailed EQ-i 2.0 360 Report
2 Hours EI Coaching, working through the report, developing an Action Plan	4.5 Hours EI Coaching, working through the report, including assessments by peers, direct reports, supervisors, and developing an Action Plan