



## There Is More Than IQ...

Emotional Intelligence Appraisal™ is the premier measure of emotional intelligence (EQ). It captures an individual's EQ quickly and accurately and provides easy-to-understand recommendations that are customized to fit each user's unique skill profile.

Emotional intelligence is one of the most important skills we possess. It is more important for job performance than IQ, experience, or technical ability. Studies across industries show that EQ predicts job performance 2 to 1 over any other skill.

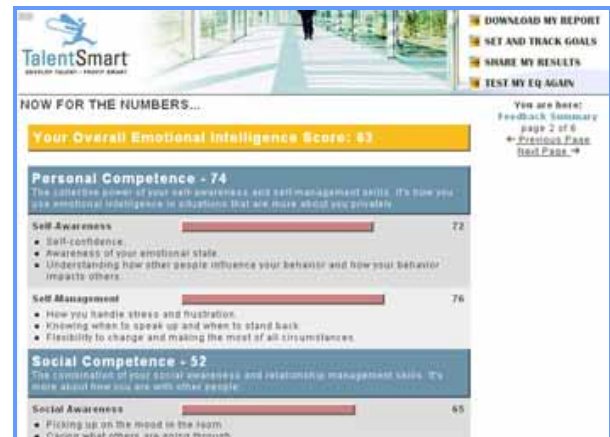
## What is Emotional Intelligence?

Emotional intelligence is an individual's skill at perceiving, understanding, and managing emotions. It is seen in what we do and say each day and how we interact with others. Unlike your IQ, your EQ is a fluid skill that can be greatly improved through increased awareness and commitment to change. The Emotional Intelligence Appraisal™ creates these conditions by delivering constructive feedback and effective strategies for improvement.

## How Does It Work?

### ME Edition™

This is an evaluation of your own EQ. It measures your overall EQ score and your score in each of the four EQ skills in just 7 minutes. The test uses a skill-based model of emotional intelligence that is intuitive and easy to apply in the real world. Many are familiar with the model as it was popularized by Daniel Goleman in a series of best selling books.



Your feedback is visually-appealing and easy to understand. You first learn about emotional intelligence and then discover where your strengths and weaknesses fall. It's available for viewing online or can be downloaded to your computer with a quick click of your mouse.



## Online or Paper?

The same ME test is available online or as a self-scoring booklet. You can complete and score the test in booklet format in just 15 minutes. The booklet content is identical to the online edition. However, only the online version contains the Goal Tracking System and movie-based e-learning. When you purchase the online edition, you receive immediate access to your tests via web links in your receipt. When you purchase the booklet format, we'll ship your order the same day if it is placed before 4 p.m. Pacific Standard Time.

With the online edition, you can compare your scores online to a worldwide sample, and you can filter this sample to compare your scores to specific demographic groups.

**HOW DO YOU STACK UP?**  
 Choose the characteristics that best describe you and the table below will reveal what percentage of people you scored higher than.

What is your gender?  What is your age?

Where do you live?  What is your job function?

What is your job title?

Your overall emotional intelligence score of 63 is higher than 12.0% of males ages 50-59 living in North America with a job function of Sales and with a job title of Director.

Personal Competence	
<b>38.0%</b>	<b>Self-Awareness</b> Your score is higher than 38.0% of males ages 50-59 living in North America with a job function of Sales and with a job title of Director.
<b>49.5%</b>	<b>Self-Management</b> Your score is higher than 49.5% of males ages 50-59 living in North America with a job function of Sales and with a job title of Director.
Social Competence	

## MR EDITION™ (Multi-Rater)

The best measure of your EQ comes from those who see you in action on a regular basis. Your colleagues are closely attuned to your current EQ skill level because it directly impacts them. The Multi-Rater version lets you take the survey and invite up to 26 people to go online and rate your skills anonymously and constructively. Results are generated instantly by TalentSmart's unique technology.



The MR edition allows you to get the most from your EQ learning process by using self and other ratings simultaneously. You can compare the ratings you give yourself to those you receive from others. This is a proven way to build insight and gain perspective into your EQ. Learn the difference between what you think you do and what others see you do everyday.



## Going Online

With TalentSmart's easy-access survey platform, getting your MR edition feedback is a snap. Those you invite will receive an email containing a unique link to the assessment where they answer 28 straightforward questions. It takes each person just 10 minutes to complete.

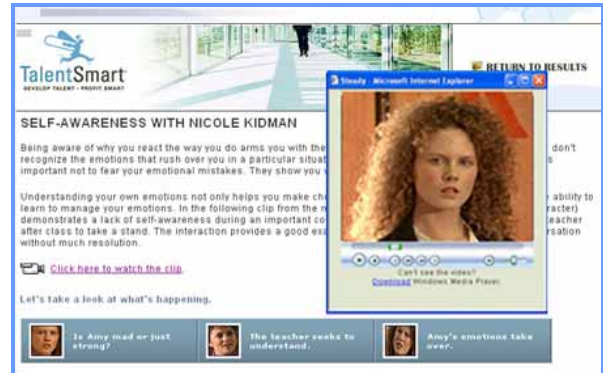


You are in control of the entire process, you indicate a deadline for completion and are able to send electronic reminders automatically of the deadline via TalentSmart technology. Finally, you decide when to close and generate your feedback report at the click of a button.

## Hollywood e-Learning

Your online Me or MR results include detailed Action Plans filled with practical strategies for building EQ. Interactive e-learning activities feature clips from Hollywood movies, television, and

memorable historic events to illustrate EQ in action. Each online assessment includes 10 full hours of e-learning with unlimited access.



## Goal Tracking System

Access to our ME or MR Goal Tracking System lets you set goals, share them with others, and track your progress. The system sends you automatic reminders via email and collects feedback from others on your goals. It's a powerful way to bridge the gap between learning and doing.





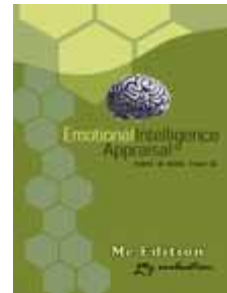
## History and Research

Emotional Intelligence Appraisal™ is held to the strictest standards for research in its design and validation. A database of hundreds of thousands of responses has been compiled and analyzed to yield the following results.

1. Scores in the database are normally distributed yielding a diverse representation of the general public.
2. Reliabilities for the four skills measured by the test are very strong. They yield coefficient alpha's ranging from .79 to .92.
3. The emotional intelligence skills measured by the test are a highly significant indicator of job performance, with regressions to job performance measured significant at the .001 level.
4. Studies across industries and the globe point to the validity of the test in its ability to measure emotional intelligence quickly and accurately, despite the difference in length between the test (28 questions) and competing measures of emotional intelligence (which average 123 questions each).

## Costs

### Emotional Intelligence Appraisal™



**ME Booklet Edition - \$ 39.95**



**ME Online Edition - \$ 39.95**  
**MR Online Edition - \$ 199.95**

*Volume, government, education and non-profit discounts available.*

## QUESTIONS?

Call 858.509.0582 or  
**888.818.SMART** (toll free, US callers only)