

Coaching Services

Take your emotional intelligence skills to the next level with structured guidance from a TalentSmart EQ expert.

TalentSmart research has found that up to **58% of performance on the job is due to skills like self-awareness, managing one's emotions, picking up on social cues, and building effective working relationships**—all of which are key components of emotional intelligence.

Emotional intelligence (EQ) is your ability to recognize, understand, and manage emotions effectively. Unlike general intelligence (IQ), EQ is a skill that can be improved through raised awareness, practice, and a commitment to change—a process that can be more effective with expert guidance from a coach.

TalentSmart Coaches Provide the Expertise You Need to Achieve Results

At TalentSmart, we leverage scholarly research in the field of emotional intelligence to inform practical development efforts that help you grow at work. Our coaches use research expertise and business know-how to ensure that what you are practicing not only is based on scientifically proven methods, but is also simple and effective.

TalentSmart Certified EQ Coaches are seasoned coaching professionals with graduate training and expertise in emotional intelligence and leadership development. All TalentSmart EQ coaches have been trained in EQ and 360° assessment interpretation as well as our proven 66 EQ strategies.

The TalentSmart Coaching Process

Whether you are seeking confidential guidance for one person, planning to supplement training with follow-on coaching for a group of professionals, or providing coaching as part of a large-scale initiative, the TalentSmart process will support the real behavior change you seek.

The TalentSmart coaching process offers five steps to support real behavior change. TalentSmart coaches begin by 1) measuring a client's skills, 2) raising awareness, and 3) working together to complete an action plan. Our coaches also provide 4) support, guidance, and accountability for practicing and 5) preparation for clients to continue making progress independently.



Select from two offerings:

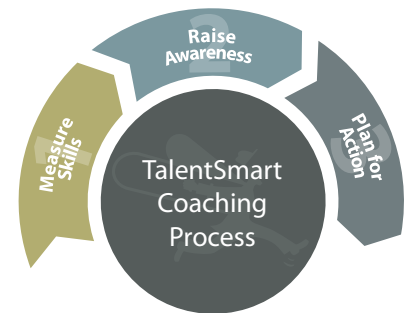
Insight Coaching guides the client through the first three steps of the TalentSmart coaching process to produce a targeted action plan.

Executive Coaching clients reap the benefits of all five coaching steps with continued support and accountability for practice.

Insight Coaching

Targeted Action Planning with an EQ Expert

If you are like most people, you want to increase your emotional intelligence (EQ), but you need a little help getting started. Partner with one of our EQ experts, and you will **zero in on exactly what and how you need to practice** to most effectively develop your emotional intelligence. Our coaches will lead you through three critical steps to solidify your EQ action plan. First, you will measure where your skill levels are today. Second, you will discuss your results and gain key insights with an expert. Third, together you will draft and finalize your action plan.



Choose from 3 Insight Coaching Packages:

1. EQ Self Insights

- **Assess your own EQ skills** with the Emotional Intelligence Appraisal—Me Edition.
- **Gain insights** in your confidential 45-minute coaching session with a TalentSmart Certified Coach.
- **Plan the actions** you will take to practice your EQ skills.
- **Receive TalentSmart's best-selling book, *Emotional Intelligence 2.0*.**
- **Finalize your action plan** and next steps in a 20-minute session.

2. EQ 360° Insights

- **Receive EQ feedback from those around you** with the Emotional Intelligence Appraisal—Multi-Rater Edition.
- **Gain insights** in your confidential 90-minute coaching session with a TalentSmart Certified Coach.
- **Plan the actions** you will take to close the gaps in your EQ skills.
- **Receive TalentSmart's best-selling book, *Emotional Intelligence 2.0*.**
- **Finalize your action plan** and next steps in a 30-minute session.

3. EQ Leadership Insights

- **Measure your leadership skills**, including emotional intelligence with 360° Refined.
- **Gain insights** in your confidential 2-hour coaching session with a TalentSmart Certified Coach.
- **Plan the actions** you will take to develop your leadership skills.
- **Receive TalentSmart's best-selling book, *Emotional Intelligence 2.0*.**
- **Finalize your action plan** and next steps in a 45-minute session.

TO DISCUSS YOUR COACHING OBJECTIVES, CALL US TODAY 888.818.SMART



World's #1 Provider of Emotional Intelligence

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Executive Coaching

Comprehensive Guidance from an EQ Expert

Optimize your time and target your emotional intelligence (EQ) and leadership development efforts with one-on-one confidential guidance specifically tailored to your unique learning style and goals. Work closely with a TalentSmart Executive EQ Coach over six sessions to progress through all five steps of our Coaching Process and make marked progress on behavior changes that will increase your emotional intelligence and leadership effectiveness. Perfect for high potentials, middle leaders, and executives who learn best with a confidential sounding board and expert guide to help hold them accountable.



Choose from 2 Executive Coaching Packages:

1. EQ Coaching

Work with an experienced EQ expert who will provide guidance, accountability, and support you need to make marked progress on increasing your emotional intelligence skills.

- **Measure your EQ skills** with the Emotional Intelligence Appraisal—Multi-Rater Edition.
- **Gain Insights** in your confidential 90-minute session with a TalentSmart Certified Coach. Review the combined results and your EQ goals.
- **Plan the actions** you will take to develop your EQ skills.
- **Refine your practice efforts** in 5 regular 60-minute coaching sessions. You will learn how to manage setbacks, when to retest your EQ, what to expect going forward, and how to maintain the gains you make.
- **Receive TalentSmart's best-selling book**, *Emotional Intelligence 2.0* and other EQ articles.

2. EQ & Leadership Coaching

Work with an experienced executive coach who will provide guidance, accountability, and support you need to make marked progress on increasing your EQ and leadership skills.

- **Measure your leadership skills**, including emotional intelligence, with 360° Refined.
- **Gain Insights** in your confidential 2-hour session with a TalentSmart Certified Coach. Discuss the combined results and your leadership and EQ goals.
- **Plan the actions** you will take to develop your EQ and leadership skills.
- **Refine your practice efforts** in 5 regular 60-minute coaching sessions. You will learn how to manage setbacks, when to retest your EQ, what to expect going forward, and how to maintain the gains you make.
- **Receive TalentSmart's best-selling book**, *Emotional Intelligence 2.0*. and other helpful EQ and leadership articles.



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