

# VICTOR 12 & Emotional Intelligence (EI)

## EQ-i 2.0 Assessment Tool for Leadership

As the EQ-i 2.0® measures emotional intelligence (EI), it's important to consider what EI is, what it measures, and how it can impact people and the workplace. Emotional intelligence is defined as “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.” Emotional intelligence as defined here and applied in the Emotional Quotient Inventory (EQ-i 2.0) reflects one's overall wellbeing and ability to succeed in life.

Why is EI important? While emotional intelligence isn't the sole predictor of human performance and development potential, it is proven to be a key indicator in these areas. Emotional intelligence is also not a static factor — to the contrary, one's emotional intelligence can change over time and can be developed in targeted areas.



Copyright © 2011 Multi-Health Systems Inc. All rights reserved.  
Based on the original BarOn EQ-i authored by Reuven Bar-On, copyright 1997.

The EQ-i 2.0 measures the interaction between a person and the environment he/she operates in. Assessing and evaluating an individual's emotional intelligence can help establish the need for targeted development programs and measures. This, in turn, can lead to dramatic increases in the person's performance, interaction with others, and leadership potential. The development potentials the EQ-i 2.0 identifies, along with the targeted strategies it provides, make it a highly effective employee development tool.

### Applications of emotional intelligence include:

- Leadership Development
- Employee Selection
- Organizational Development
- Executive Coaching
- Team Building
- Employee Development

Emotional Intelligence creates advantage. Today's leaders must possess a solid, grounded understanding of how their emotions and actions affect the people around them and impact their respective organization. Victor 12 has experienced and certified EQ-i 2.0® practitioners on staff to deliver the assessment, debrief its findings, and hold the space for personal and professional development and growth.