

## EQ-i 2.0 Interpretation Guide

The EQ-i 2.0 is the leading emotional intelligence assessment used in recruitment, coaching and leadership development. The following guide is recommended for users who have not completed the EQ-i 2.0 & EQ 360 certification.

Please contact us if you would like to learn more about the EQ-i 2.0 & EQ 360 assessments.

### Overview of the EQ-i 2.0 model

Emotional intelligence 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 the way we use emotional information in an effective and meaningful way.

The EQ-i 2.0 assessment measures five different areas of emotional intelligence:

- Self-perception
- Self-expression
- Interpersonal
- Decision making
- Stress management

Further details about the EQ-i model and subscales can be found in the report.



### Interpreting the Results

When looking at the results of the EQ-i 2.0 it is important to remember that the scores:

- Reflect a **snapshot in time** and an individual's current level of emotional intelligence. This can be developed.
- Measure the **frequency of behaviour** rather than an individual's ability. High scores show that there is an increased use of the behaviour.
- Have been compared to a **norm group** (see below).
- **Should be validated** by the candidate or explained before being taken as an absolute reflection of their emotional intelligence.
- Are based on an individual's **self-report** and are therefore not infallible.

It should also be noted that:

- There are no right or wrong answers to the EQ-i 2.0 and therefore there are **no 'good' and 'bad' scores**.
- Each of the composite areas and subscales link together and therefore it is important to look at the **relationship between the subscales** and whether or not they are in **balance**. Scales are seen as being out of balance if there is a difference of more than ten points between the scores. At the bottom of each subscale page there is a balancing section. This explains how balancing the scales can enable more effective behaviour.

### Norm Groups & Scoring

The EQ-i 2.0 compares an individual's raw score to a norm group. A norm group is a large group of people who have previously completed the test. This provides an insight into how a person scores in relation to the wider population.



Score ranges:

- **Low Range (Below 90)** – This indicates that an individual demonstrates these behaviours less frequently in comparison to the norm group.
- **Mid Range (90-110)** - This indicates that an individual demonstrates these behaviours as frequently as the norm group.
- **High Range (Above 110)** - This indicates that an individual demonstrates these behaviours more frequently in comparison to the norm group.

It is important to select a norm group which is representative of your sample. **In recruitment, candidates must all be compared to the same norm group.**

## **Best Practice**

**Please note that the EQ-i 2.0 should not be used as a screening tool or as the sole basis for any employment decisions.**

Computer generated reports can only provide a limited amount of interpretation. It is therefore important to validate the results with the candidate. The best way to do this is through a one-to-one feedback session or by including questions relating to their profile in an interview in order to test any hypotheses.