MSCEIT Interpretation Guide

The Mayer-Salovey-Caruso Emotional Intelligence Test (MSCEIT) is a reliable ability-based measure of emotional intelligence. The following guide is recommended for users who have not completed the MSCEIT certification.

Please contact us if you would like to learn more about the MSCEIT assessment.

Overview of the MSCEIT model

The MSCEIT defines emotional intelligence as the ability to perceive emotions, to access and generate emotions to assist thought, to understand emotions and emotional knowledge, and to reflectively regulate emotions to promote emotional and intellectual growth.

The assessment uses 8 different tasks to measure the four abilities related to emotional intelligence.

These are:
- Perceiving Emotions
- Using Emotions
- Understanding Emotions
- Managing Emotions
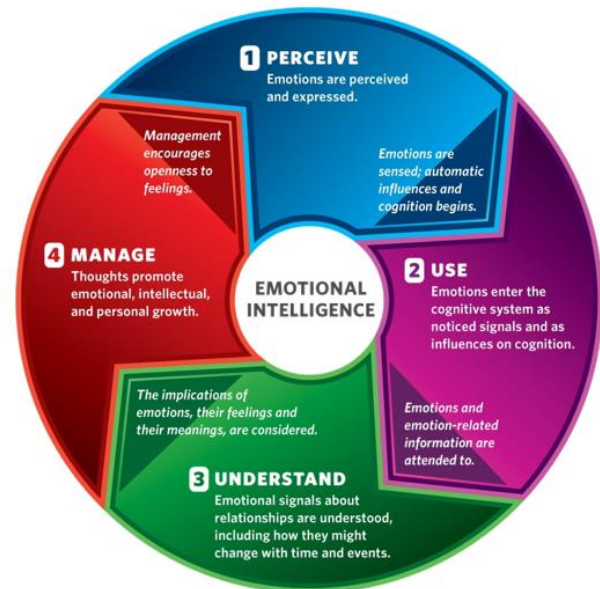
Interpreting the Results

When looking at the results of the MSCEIT it is important to remember that:

- The MSCEIT **measures your ability** and therefore some answers are better than others.
- A person's ability **does not necessarily reflect their behaviours**. For example, someone could have a lower score but work hard to behave in an emotionally intelligent way.
- The scores are compared to a **norm group** (see below).
- It is best to start by reviewing the Total MSCEIT score and then the Area and Ability scores. **Task scores should be treated with caution** as they tend to be less reliable measures of emotional intelligence and are subject to greater variation.

Norm Groups & Scoring

The MSCEIT compares an individual's 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. 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.**

Details of the score ranges used can be found in the report. Please note that the score ranges differ when looking at the task scores.

Best Practice

Please note that the MSCEIT 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.