



The Emotional Capital Report™

Are you looking for a way to.....?

- ▶ retain your best talent
- ▶ develop leadership skills
- ▶ creatively engage staff
- ▶ maintain workforce morale
- ▶ mobilise talent and release potential
- ▶ increase performance to find a competitive advantage

The Emotional Capital Report™

The **Emotional Capital Report** is a survey tool designed to measure an individual's emotional intelligence (EQ) as it pertains to effective leadership and professional performance. The ECR provides an efficient, valid assessment of the EQ factors that support leadership behaviours based on a well-researched model of emotional intelligence (emotional capital, Newman 2007). The ECR is distinguished from other, general measures of EQ by its development as a specific measure of EQ and leadership.

- ▶ online
- ▶ 77 brief questions
- ▶ 15 minutes to complete
- ▶ produces both a summary report (quick graphic snapshot) and a 19 page Emotional Capital Report

There are 2 editions available:

Emotional Capital Report –Includes a graphic illustration of scoring; a narrative description of the behaviours associated with each score; strategies and an action plan for further development. The report is designed to assist professional people to understand their signature strengths and development opportunities as they relate to emotional intelligence and key dimensions of professional performance.

ECR 360 (Multi-Rater) – in addition to the ECR there is also a multi-rater edition available. The ECR 360 uses an online multi-rater method (consisting of 50 questions rather than 77) and the competencies are scored through the combination of responses from colleagues. These scores are compared to 'self' scores to yield a gap analysis and an understanding of differences in perception. Like the ECR this also includes a narrative description of the behaviours associated with each score and strategies and an action plan for further development.

Emotional Intelligence

Emotional Intelligence is now recognised as an understanding and ability to monitor how emotions impact behaviour and how this in turn affects personal and professional performance, communication and key relationships

It is often referred to as *'the bedrock from which to apply IQ, technical expertise and business acumen'*.

The Emotional Capital Model of Emotional Intelligence

The ECR™ measures 10 EQ competencies related specifically to superior performance and successful leadership. Each is then divided into 3 core elements to provide clear understanding and practical application.

The Core Competencies are:

Self-Awareness	Relationship Skills
Self-Confidence	Empathy
Self-Reliance	Self Control
Self-Actualisation	Adaptability
Straightforwardness	Optimism

The report acts both as a reflection of signature strengths and as an opportunity for further development.

Evidence

"The ECR is the best test system I have ever seen. I would recommend it with my head and my heart." Prof Bertil Mardberg, University of Gothenburg & one of Europe's most respected Psychometricians

→ Leadership Model chosen by the European Union

→ Fast becoming the EQ model for training government agencies across Europe, the UAE and Australasia

Leading organisations already using the ECR

