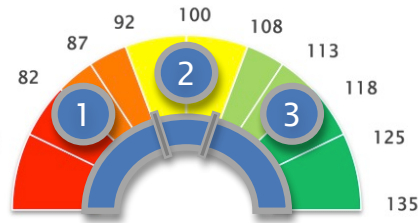


I EMOTIONAL INTELLIGENCE (EQ SCORES)

The “Speedometer” shows the group’s averaged EQ score:

- Scores in 65-91 range** – Lower levels of EQ competence might be an obstacle to achieve excellent results. Question: how can we hire for and develop these valuable assets? *KEY CONCEPT: Sustainable performance requires attention to the results and to HOW results are created.*
- Scores in the 92-117 range** – With these effective levels of competence, EQ is supporting performance in the “average” range. Question: how could we better use our talents to achieve results? *KEY CONCEPT: Optimize and leverage these people-centric capabilities to increase effectiveness.*
- Scores in the 118-135 range** – These scores represent a distinctive asset of this group. Question: Are we fully using these capabilities? *KEY CONCEPT: A team with stand-out strengths in EQ has unique talents for the people-side of performance.*



These icons show the span of EQ scores:

Tight Range: Group members’ scores are very similar. The group is aligned on EQ.

Medium Range: EQ scores are fairly similar. Some people are a bit lower or higher, creating some variance.

Wide Range: There are quite diverse levels of EQ within the group. This can create dissonance for those who are much lower or higher scoring.



Bars with numbers show the group’s “Brain Style.”

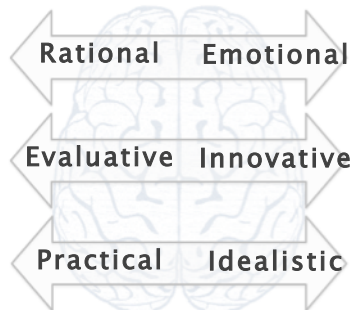
The numbers shown on this graph indicate the **Brain Style** scores. How many of the group member’s brains prefer...

Focus: Rational (quantitative data) or Emotional (relational data)? If there are many on the left, communicate with numbers & logic first; if on the right, start with feeling & about people.

Decisions: Evaluative (protective) or Innovative (adventurous). In there are many on the left, communicate about being careful; on the right, communicate about taking risks.

Drive: Practical (concrete) or Idealistic (abstract). On the left, motivate with specific actions and timelines; on the right motivate through vision.

Leaders must balance both sides; this can be difficult if the numbers are high only on one side. They must also create alignment; this can be difficult if the numbers are split.



II TALENTS

These “Brain Apps” are key capabilities to invent the future.

The Apps are ranked in order of strength; the top ones are the most powerful for this group.

Like a smart-phone “App,” having it does not necessarily mean it’s used. The Apps describe capabilities that the group can leverage and apply to create results.

How strong are the strongest?

Research shows the overall EQ level is a good approximation of the power of these Apps. If EQ is in the green zone, the top 6 Apps are probably quite strong. In the yellow zone, Apps are also less powerful.

How to use this data?

Consider the top three Apps, explore them & discuss how you can use them even more in order to optimize results. Focusing on talents allows you to reach optimal performances more easily.

Are there some of these top talents that are under-utilized? Are some essential to the group’s objectives? How can they be employed more fully?

Also consider the three at the bottom of the list. Are these potential derailment factors? Are any of these essential for the group to meet its objectives? Evaluate how to limit the possible negative impact on the performance – and focus on developing any that are essential.

In summary: **value the talents of the group and minimize the impact of weaknesses.**

III PERFORMANCE

Research shows that 50-60% of the variation in performance outcomes is predicted by this chain:

Emotional Intelligence drives the talents. Using the talents drives performance (www.6seconds.org/case).

There are six performance outcomes identified on the Dashboard, based on self-reported scores from the SEI. These are color-coded just like the “speedometer” on the top-left – green is highest.

Decision Making – Capability to select the most effective option.

Influence – Capability to motivate and involve others.

Network – Capability to build multiple relationships to create alliance and support.

Community – Capability to maintain mutually caring connections to increase belonging.

Health – Capability to maintain optimal physical energy and functioning.

Balance – Capability to prioritize, manage stress and be fully present.

Achievement – Capability to accomplish meaningful goals.

Satisfaction – Capability to feel appreciation about one’s life and efforts.

Consider: Which one of these aspects of performance is important for the group? What is the goal you want to set for the group? Which Apps could help you? How could EQ be increased or leveraged to build those capabilities?

Learn more!

EQ: www.6seconds.org/learn/

Brain Style: www.6seconds.org/bbig

Talents: www.6seconds.org/btig

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