

## **A Profile of You in Relationships**

This new tool is based upon developmental psychology, interpersonal neuropsychology, and neurophysiology theory, plus year of clinical, educational, consulting and training work.

## **It's All About Relationship**

Emotional Intelligence does not exist apart from relationships. We are created, developed, and sustained in relationship throughout our lives. Our brain and our emotional competencies develop in relationship. As adults, our emotional intelligence is dynamic. Most of us run the gamut of being emotionally smart to dumb depending upon the situation and the stress we are under. This tool provides individuals with a profile of their basic internalized relational map that has been developed through life experience from infancy to this moment. The report profiles an individual's relationship strategies in different difficult contexts.

## **It's Totally Behavioral Based -- rather than self report**

Rather than self-report about what a person thinks they would do, this tool places individuals in a real situation as they watch several video segments where someone is talking directly to them. They are asked to track their own experience as they watch the video and attend to what the individual talking to them must be experiencing. Individuals are then given about fifty words and statements for each video segment and are asked to rate the degree the word or statement fits their actual experience now. An EQ profile report is created based upon their reported experience. The tool provides a "snapshot view" of how an individual uses his or her emotional competence in various stressful situations.

## **It's About Learning -- not a report card**

The goal is to offer a mirror of how individuals interpret their experience and respond to different situations, to identify strengths and weaknesses on key dimensions of EQ, and then to select "daily practices" to build fitness in areas of their choice. An EQ Fitness Tool-Kit provides optional daily practices for each dimension. These are practices that can be done anywhere at anytime and can be incorporated into a fitness program, just like physical training.

## **EQ Competencies Measured**

This tool is based upon a developmental model (Sarni, Emotional Intelligence Handbook) and measures the three capacities of emotional intelligence, or what others call the "essential components" (Taylor & Bagby). These capacities include:

### **Self-Reflection Self-Soothing or Self-Regulation**

These capacities provide the foundation for development of the larger array of competencies and skills. When these capacities are well developed the competencies follow with ease. Several key dimensions of these core capacities are measured. Self-soothing is measured in terms of what we do in relationships; what we tend to do that builds relationships and contributes to positive outcomes and what do we do that is detrimental to relationships and successful outcomes. The eight short vignettes present different difficult dilemmas that give individuals a composite view of their relationship strategies. They are also provided with a profile of how their strategies vary by context and by different issues.

### **An EQ Fitness Handbook assists integration & gives options for action**

"So now that I have a profile, what difference does it make? And what can really be done to make a difference?" The "So what?" question is a good one. Why bother unless real development is possible. The exciting news that is widely documented in brain development literature today is that development continues throughout our lives and very targeted practice actually reshapes the brain by modifying the resources the brain dedicates to a given function (The Social Brain). This tool includes a fitness handbook that gives a wide variety of practice options for each dimension measured by the tool and encourages individuals to select one to several daily practices they will commit to for a one-month period. It takes repetitive practice to change behavior. Individuals can use the ideas and modify them to fit their unique lifestyle. Everyone is encouraged to create their own plan and make their own commitments. Organizations can easily take these ideas and build them into leadership development programs and/or staff development programs.

### **Report Profiles**

Individual profile reports graphically display an individual's level of fitness on seven dimensions of Self-Reflection and Empathy. This is followed by a brief narrative description of what is measured and the implications for an individual in work relationships. Individuals are encouraged to consider how this information fits with their own experience and to interpret this in terms of their life experience in different situations. The information provides a

valuable tool for noticing and practicing self-awareness. It is also useful for engaging family members, colleagues, and friends in a discussion on the degree to which this data fits their experience of them. The profile summary can be used as a rich resource for further exploration.

## **How it works**

The EQ In Action Profile is available in three forms. The streaming video online version is best for people who have high-speed Internet access. The CD version is available for those with a slower Internet interface, and a paper and pencil version is available for using with larger groups or in a classroom where many students are taking it at the same time. Both types of Internet reports are generated immediately and available online as soon as the user has finished taking the tool. Team reports or large group reports are also available. Each person receives a bound colored report with an EQ Fitness Handbook: 150 Practices for Daily Living.

## **Validity and Reliability Measures**

This tool has undergone a series of high-level statistical analyses to date. A four-page summary of this work is available upon request. The tool has been administered to a diverse group of people, including adult men and women of different age groups (from under 25 to 70), different employment status, different socioeconomic status, and different geographic regions across North America. Some of the validity and reliability measures that have been done or are underway include face validity, content validity, construct validity, divergent validity, and criterion group validity (measures differences between groups). For more pricing and availability e-mail us at [info@seestrategies.com](mailto:info@seestrategies.com) or call 916-608-1812.

## **Sample Reports**

- [Sample Report #1](#)
- [Sample Report #2](#)

For more information:

[Leadership Lessons \(US Army\)](#)

[The Business Case for Emotional Intelligence](#)