

# Emotional Intelligence and the EQ-i<sup>2.0</sup> Model



**EQ-i**<sup>2.0</sup>  
assess. predict. perform.

# Emotional Intelligence Definition

Emotional intelligence is a set of emotional and social skills that collectively establish how well we:

- Perceive and express ourselves
- Develop and maintain social relationships
- Cope with challenges
- Use emotional information in an effective and meaningful way

# History of EI

1983

Reuven Howard  
Bar-On Gardner

1990

John Peter  
Mayer Salovey

1995

Daniel Goleman



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# What Emotional Intelligence is Not

## Cognitive Intelligence (IQ)

- Emotional Quotient (EQ) is estimated to account for 27 to 45% of job success
- EQ and IQ are not highly correlated, meaning that there is nothing to suggest that if IQ is high then EQ will be high or inversely if IQ is low, EQ will be low
- IQ is set and peaks around 17 years of age, EQ is not fixed and rises steadily with age

# What Emotional Intelligence is Not

## Aptitude

- A written, oral, or performance test designed to measure a person's potential ability for performing well in some future selected skill or activity (e.g. musical aptitude)

## Achievement

- A standardized examination that assesses the proficiency level already attained in specific performance (e.g. school grades, SAT scores)



# What Emotional Intelligence is Not

## Vocational Interest

- Assesses a person's interests in order to help them choose, prepare for, enter upon, and progress in an occupation

## Personality

- Distinctively different characteristic or sum total of a person, including his or her behavior and character traits (honesty, loyalty, introversion)



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# The EQ-i<sup>2.0</sup> Model



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# Total EQ

- Success in coping with environmental demands
- Snapshot of overall well-being
- Made up of 5 Composite scales and 15 subscales



# 5 Composite Scales

1. Self-Perception
  2. Self-Expression
  3. Interpersonal
  4. Decision Making
  5. Stress Management
- Build on each other: self-perception flows into self-expression and so on

# 15 EQ-i<sup>2.0</sup> Scales and Subscales

## Self-Perception

- Self-Regard
- Self-Actualization
- Emotional Self-Awareness

## Interpersonal

- Interpersonal Relationships
- Empathy
- Social Responsibility

## Stress Management

- Flexibility
- Stress Tolerance
- Optimism

## Self-Expression

- Emotional Expression
- Assertiveness
- Independence

## Decision Making

- Problem Solving
- Reality Testing
- Impulse Control



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# Well Being Indicator

## Happiness

- An indicator of emotional health and well being, rather than as a subscale of any one area in particular
- Characterized by feelings of satisfaction, contentment, and the ability to enjoy the many aspects of one's life
- Does not directly contribute to your Total EQ-i<sup>2.0</sup> score
- Four subscales most often associated with Happiness:
  - Self-Regard
  - Optimism
  - Interpersonal Relationships
  - Self-Actualization



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