

EQ 360 – Leadership Effectiveness with Emotional Intelligence

Discover and Grow Emotional Intelligence Skills

“EI is the sine qua non of leadership” – Daniel Goleman

Research has shown that emotional intelligence (EQ) far outweighs intelligence (IQ), technical skills, and education in predicting leadership effectiveness. Emotional intelligence is the ability to recognize and handle one's own emotions and the emotions of others. These skills are essential in getting along with others. The EQ 360 is a model that assesses a set of emotional and social skills that collectively establish one's level of emotional intelligence.

How Will the EQ 360 Support Leadership Development?

A person's IQ peaks at age 17, whereas emotional intelligence is not fixed. Most people underutilize their EQ strengths and miss the opportunity to develop them. The EQ 360 measures five elements of emotional intelligence, summarized by how we see ourselves, present ourselves, and interact with our environment. The circular nature of the model illustrates how each area of EQ influences the next.

Focuses on personal development with an emphasis on strengths and opportunities for growth
 Presents findings across leadership skills lenses: authenticity, coaching, insight, and innovation



How Does it Work?

Participants select at least three observers in the categories peer, direct report, family/friend, and other such as customers or board members, and at least one manager if applicable. In around 15 minutes, participants and observers each complete a 133-question survey using a Likert 5-point scale ranging from never to almost always. From there, a certified practitioner will facilitate a coaching discussion to create shared meaning of the findings and set development goals. Additional coaching could determine specific action steps and support progress. The process could take a few weeks and entirely depends on the observer groups' responsiveness. Team reports are available to support team dynamics development.

About Michelle

Michelle's passion is partnering with teams to achieve sustainable change by discovering root causes. She is a strategic partner with over 25 years of experience working with organizations of all sizes and disciplines. Michelle has expertise in maximizing team performance, leadership coaching, facilitation, strategic planning, and issue assessment and resolution. Michelle's operational and revenue-generating success informs her hands-on approach. At the core of Michelle's achievements is aligning strategy with structure, people, and processes. Michelle holds a master's degree in organizational psychology and a BS in finance.