

# Emotional intelligence

## EQ-i 2.0



EQ-i 2.0 measures a type of talent which is not covered by other tests. Extensive research in a large number of countries indicates that emotional intelligence is a key factor for both personal and professional success. Regardless of the knowledge and experience we have in the more classical sense, it is how we relate to ourselves and to others that is the crucial factor for succeeding in both our private and working life. The EQ-i is the world's first scientifically based, validated, and empirically based test instrument that measures emotional intelligence. The value of using the EQ-i test is measured in increased efficiency, higher productivity and lower employee turnover costs for the organization, plus increased job satisfaction and personal well-being for the individual.

### What does the EQ-i 2.0 measure?

The test measures five key areas divided into 15 different subscales.

- Self-perception – to understand and deal with one's own emotions and forms of behavior
- Self-expression – to express one's feelings
- Interpersonal skills – developing and maintaining relationships
- Decision making – to use one's emotions to make better decisions
- Stress management – to deal with challenges

### How is the EQ-i 2.0 used?

The EQ-i 2.0 can be used in selection, recruitment and development contexts. Examples of applications: candidate assessments, recruitment and selection, competency development, development programs and leadership development.

### How is the EQ-i 2.0 constructed?

The EQ-i 2.0 is based on more than 30 years of research and is tested on more than 1 500,000 individuals. Based on existing research and empirical experience, 15 well-defined factors were constructed and then divided into five main groups. More than 1,000 questions and statements form the basis of the final 133 questions which constitutes the EQ-i 2.0™.

### How are the results presented?

The results are presented in a graphic format that gives a total EQ value plus the values for the five main areas and 15 subscales. The results are presented either in a workplace report or in more extensive reports.



#### Type of test

- A test that measure emotional and social competency.
- Time required: approx. 15-30 minutes.
- Available online.
- Available in approx. 10 different languages.

#### Language

EQ-i 2.0 is available in Swedish, Danish, English (UK and U.S./Canada), French, German, Spanish, Portuguese and Chinese.

#### Underlying theory

Based on theoretical and empirical research done at Harvard University and the University of Toronto since the beginning of the 1980s.

#### Country of origin and year

- Canada, 1997, revised 2011
- Sweden, 1999, revised 2014

#### Norming

Extensive international norming according to nationality, age, gender, type of job and education. The Swedish norming process is based on more than 1.000 individuals. More than 6.000 individuals' test results are included in a Swedish database, which is continually being built up. The following norm groups are available: North America, UK and Ireland, South Africa, Australia, Sweden (Only for the EQ in 2.0), Denmark.

#### Validity

Validity studies that include seven different measurements of validity including both concept validity and criteria validity, 0,50-0,60.

#### Reliability

- Internal consistency 0,96
- Retest 0,78-0,89

#### Required training

Obligatory 2-day certification training is provided by Kandidata.

#### Other information

EQ-i 2.0 has undergone extensive research which is documented in a variety of research reports. The test is examined by the Buros Center for Testing, the perhaps most respected audit institution in the world. Contact Kandidata if you wish to receive audit protocols.

Kandidata follows international ethical and psychometric rules for testing and test usage in accordance with the guidelines developed by the Swedish foundation for applied psychology (STP). Kandidata is an active member of the international Test Commission, which is "committed to promoting effective testing and assessment policies and to the proper development, evaluation and uses of educational and psychological instruments".

