

In people centric organisations, where performance is critical to enterprise success, developing and increasing emotional intelligence delivers multiple benefits, including boosting leadership skills, improving relationships, communications and supporting mental health and wellbeing.



Jan Kirkpatrick, accredited emotional intelligence skills assessor and coach has trained to use the most advanced emotional intelligence assessment system available, developed by world-renowned psychologist and EQ expert Dr Martyn Newman, at RocheMartin.

Assessing an individual's key skills in emotional intelligence, the ECR (emotional capital report) self-assessment takes around 15 minutes to complete, online, measuring an individual's skills across the ten key competencies of emotional intelligence: Self-knowing, self-confidence, self-reliance, straightforwardness, self-actualisation, relationship skills, empathy, adaptability, self-control, and optimism.

Delivered immediately on completion of the psychometric assessment, the comprehensive, 19-page report evaluates the scores in each competency, benchmarked against other ECR scores of a large sample group of professionals and executives, across Australasia, Europe, and the US. The report provides a narrative description of the behaviours associated with each score, a coaching strategy and an action plan for building emotional capital.

ECR 360 assessments can be deployed to gather 360 degrees feedback as to an individual's emotional intelligence strengths, gathering (anonymous) ratings from the individual's selected assessors (usually manager, and three/four colleagues) who respond to constructive, open-ended questions. This can be helpful for gaining an understanding of others' perceptions and illuminating further areas for self-reflection and coaching.

Further information from RocheMartin

The Emotional Capital Report

<https://www.rochemartin.com/emotional-capital-report>

Emotional Intelligence for workplace wellbeing blog

<https://www.rochemartin.com/blog/emotional-intelligence-workplace-wellbeing-programmes>

The case for workforce emotional intelligence

<https://www.rochemartin.com/videos/emotionally-intelligent-workers>

Organisational benefits of emotional intelligence

<https://www.rochemartin.com/videos/improving-your-organisation-with-eq>