

TESI - Team Emotional & Social Intelligence

TESI stands for Team Emotional & Social Intelligence. The TESI® Collaborative Growth Team Emotional & Social Intelligence survey is the first scientifically validated Team Emotional Intelligence (EI) assessment in the world.

Give your team the opportunity for 360 feedback on the seven critical competencies for emotionally effective teamwork. When each team member rates the team's skills from his or her perspective everyone can see where the team feels it is strong as well as where it is struggling.

There has never been a time when stress tolerance was more critical than it is today, and with a little attention and regular practice, all teams can improve their ability to manage stress, or resolve conflict, or enhance communication, or wherever they need to improve. Teams are the source of most of the productivity, creativity and reliability in organizations.

While individuals must address their own emotional intelligence, teams must take emotional & social skills to a higher level by recognizing the collective impact of their engagement.

Emotional and Social Intelligence reflects the ability to recognize and manage our own emotions and to recognize and respond effectively to those of others.

High EI Teams recognize that their emotions are applied in the context of a social network, a complex system of relationships that requires sensitivity and tempered responses.

All emotional & social intelligence (ESI) components come together in influencing our ability to respond to and work with change, which is a constant dynamic in both our personal and professional life.

From Emotional Intelligence to Collaborative Intelligence

The 7 Core Skills Measured by the TESI

1. **Team identity** measures the level of pride each member feels for the team as a whole, and how much connection members feel to the team.
2. **Motivation** is a competency that measures the team's internal resources for generating and sustaining the energy necessary to get the job done well and on time.
3. **Emotional awareness** measures how well team members accept and value one another.
4. **Communication** provides information on how well team members listen, encourage participation, share information and discuss sensitive matters.
5. **Stress tolerance** measures how well the team understands the types of stress factors and the intensity impacting its members and the team as a whole.
6. **Conflict resolution** measures how willing the team is to engage in conflict openly and constructively without needing to get even.
7. **Positive mood** measures the positive attitude of the team in general as well as when it is under pressure.



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The 4 Results of the TESI:

Trust | Empathy | Loyalty | Better Decisions

The 2 Lasting Benefits of the TESI:

Sustainable Productivity | Emotional & Social Well-being for your Team

Kandidata Asia offers a variety of packages to develop a team's Emotional & Social Intelligence

Basic

TESI administered to team + team debrief

- Includes TESI administration and report generation
- Half-day team debrief (3-4 hours)
- Bonus: 2 Coaching sessions for the team leader

Customised packages are available from Kandidata Asia. Please get in touch with us for more information and for sample TESI reports:

**info@kandidataasia.com
www.kandidataasia.com/contact**

Advanced

TESI administered to team + team debrief

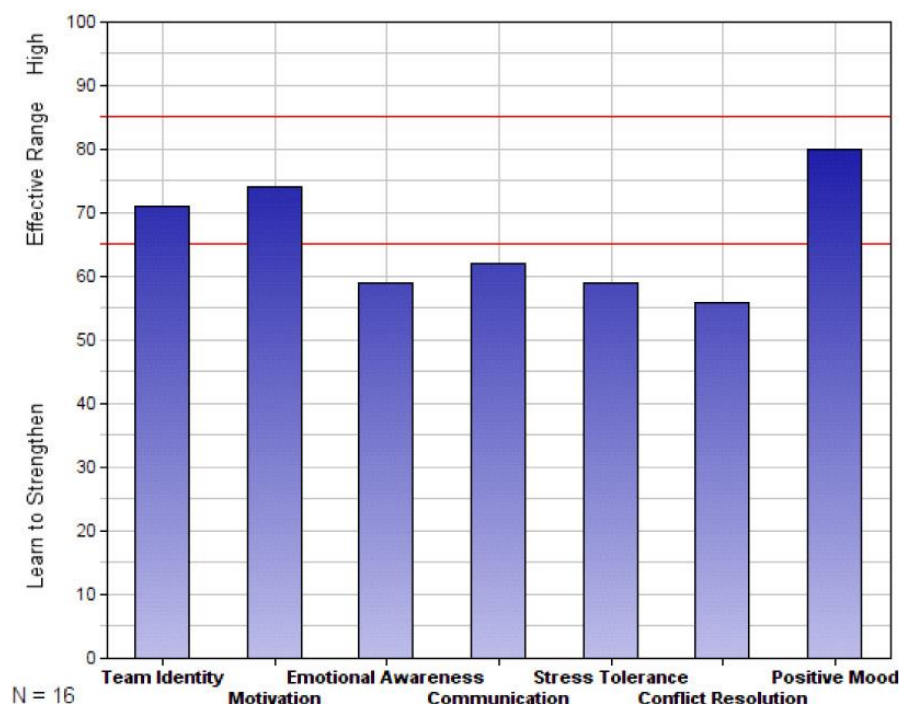
- Includes TESI administration and report generation
- Half-day team debrief (3-4 hours)
- 3 half-day follow up sessions focusing on team development
- Topics and focus will be decided collaboratively by the consultant and team leader and are based on outcomes of TESI
- The sessions are designed to explore ESI skills in greater detail and includes team activities for building these skills
- Bonus: EQ-i 2.0 Leadership Report & report-debrief plus 2 Coaching sessions for the team leader

Executive

TESI administered to team + team debrief

- Includes TESI administration and report generation
- Choice of half-day or full day team debrief
- 3 half-day follow up sessions for team development
- Topics and focus will be decided collaboratively by the consultant and team leader and are based on outcomes of TESI
- The sessions are designed to explore ESI skills in greater detail and include team activities for building these skills
- EQ-i 2.0 Workplace report and report-debrief session for each team member
- EQ360 Leadership Report and complimentary debrief coaching session for the team leader
- Bonus: 3 Coaching sessions for the team leader

Awareness and powerful use of the skills measured by the TESI can create profound benefits for your team members, teams and your organization.



About Kandidata Asia

Kandidata was founded in 1986 to help organisations attract, select, retain and develop the best people.

Kandidata Asia was set up in 2001. In Europe as well as Asia, Kandidata was the pioneer in bringing EQ to the organizational context. Visit **www.KandidataAsia.com** for more information.

During the workshop- and coaching sessions, the course facilitator will share real life case studies and best practises as well as provide practical tips & tools, which can be applied right away.