

## THE EQ-i

### WHAT IS THE EQ-I?

Emotional Intelligence can be reliably measured and benchmarked. The BarOn EQ-i® has been the globally leading test for measuring EQ for more than a decade and continues to be a unique psychometric tool for assessment & development of Emotional Intelligence.

The tool is based on over 20 years of research and has gone through extensive independent validation. Major governments and multinational companies have adopted the EQ-i for assessment, selection, coaching and development purposes.

In 2011 the updated version of the EQ-i, the EQ-i 2.0 was published.

### WHY THE EQ-I?

- Undergone scientifically rigorous validity and reliability tests
- Can assess, predict and develop performance
- Effective tool for coaching and development
- A database of more than 1 Mio
- Detailed technical manual and user's handbook
- Used in more than 45 countries worldwide
- Used in Singapore and Asia since 2001
- Listed in the Buros Yearbook of Mental Measurements
- Easy to use, availability of extensive online resources

### APPLICATION AREAS

Leadership development, succession planning, executive coaching, training & development, recruitment selection and talent pool management, organizational consulting, team development, education (students, teachers, school leaders).

### WHO SHOULD ATTEND

Professionals involved in HR, executive recruitment, organizational development, human capital development, coaches, consultants, career counselors, individuals involved in education, social work, health care, and psychology.

## COURSE OUTCOMES

### PERSONAL EQ-DEVELOPMENT INCLUDING:

- Own EQ-i 2.0 assessment and report
- Individual debrief of personal and professional strengths as well as development areas
- Personal development and action plan

### UNDERSTANDING THE IMPORTANCE OF EQ, SUCH AS:

- Why 27% of workplace success is attributed to EQ
- How EQ can prevent executive derailment
- Why 85% of the difference between good and excellent leaders results from EQ
- How EQ training led American Express to a 18% sales increase
- How the EQ-i saved the US Air Force 3 Mio USD in recruitment costs
- Why 70% of clients are lost for EQ-related causes
- Why sales people selected on the basis of EQ showed a 63% less turnover rate during the first year
- How EQ increases resilience and well-being
- How the EQ-i 2.0 can be used effectively in recruitment, selection, training and development

### CERTIFICATION TO PURCHASE AND USE THE EQ-I 2.0 AND EQ360, INCLUDING:

- In-depth understanding of the concept of EQ and how it can be measured and developed
- Coverage of all aspects of the EQ-i for effective and responsible use
- Training in psychometrics, validity and reliability research of the EQ-i
- Solid understanding and competence in analyzing and interpreting the reports
- Skills in providing feedback using the EQ-i 2.0 and EQ360
- Use of the instruments in the Singapore & Asian context
- Create development plans to enhance performance
- Dealing with problematic reports, objections to results



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## COURSE OVERVIEW

### PRE-WORKSHOP:

#### E-LEARNING MODULES & READING

- Overview and Framework
- Psychometrics
- EQ360
- Pre-workshop reading materials

### WORKSHOP – DAY 1

- What is Emotional Intelligence
- The EQ-i 2.0: How it works
- The EQ-i scales and their definitions in everyday life
- Inter-relationships among the scales
- Analysing and interpreting reports
- Case studies & Practicum

### WORKSHOP – DAY 2

- EQ-i report debrief and feedback
- Problematic reports & other challenges
- Gaining buy-in
- Business Cases, Star Profiles, EQ in various Professions, EQ-i in Asia
- Ethical use of the instrument
- EQ360 & EQ360Practicum

### POST-WORKSHOP

- Online Exam

### WHAT FORMER PARTICIPANTS ARE SAYING:

- What a great interactive & enjoyable way to learn!
- Excellent training!
- Very professional and thorough.
- Clearly a very experienced trainer. I learnt a lot.
- The course exceeded my expectations.
- The trainer was able to explain the concepts very clearly and used practical examples.

## COURSE LEADER



Andreas has more than 15 years of experience in various Management and Mindset Training in Europe, North America, Australia, Asia and Pacific. He is responsible for developing Emotional Intelligence programs in Indonesia, using the EQ-i 2.0 instrument in assessments, coaching, EQ workshops and certification. Andreas is the Lead Consultant in Indonesia and Training Partner of Kandidata Asia for the EQ-i 2.0.

## ABOUT KANDIDATA ASIA PTE LTD

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](http://www.KandidataAsia.com) for more information. During the certification courses the facilitator will share real life case studies and provide practical tips and tools based on their experience of having interpreted and debriefed thousands of reports. The Kandidata team will also provide ongoing support for certified individuals after the course as well as share updates and EQ-related news on a regular basis.

## COURSE DETAILS

### INVESTMENT:

- IDR 28 Mio for 2-Day Certification (IDR 5 Mio deposit)
- Additional IDR 5 Mio for 3<sup>rd</sup> day optional Practicum
- Discounts available for groups from 3 pax onwards

### INCLUDED:

- Personal EQ-i 2.0 report and debrief session
- Pre-course e-learning modules and reading materials
- 2-day certification course (9am – 5pm)
- EQ-i User's Handbook (soft-copy) and EQ Edge book
- Extensive course materials and resources
- Certification fee & EQ-i 2.0 & EQ360 certificate
- Online EQ-portal to generate reports and access numerous EQ-resources
- Ongoing support by Kandidata Asia Pte Ltd
- Member of Kandidata Asia's EQ-i certified consultant's network



*\*The certification course hours can be used for Continuous Coach Education as required by the International Coach Federation (ICF).*

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**KANDIDATA**  
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*Measuring and Developing EQ*