



## IQ may get your foot in the door, but EQ will determine how far you go.

Emotional intelligence taps into a fundamental element of human behavior that is distinct from your intellect. There is no known connection between IQ and emotional intelligence; you simply can't predict emotional intelligence based on how smart someone is.

Intelligence is your ability to learn, and it's the same at age 15 as it is at age 50. Emotional intelligence, on the other hand, is a flexible set of skills that can be acquired and improved with practice.

How much of an impact does emotional intelligence have on your professional success? The short answer is: a lot! It's a powerful way to focus your energy in one direction with a tremendous result.

Your emotional intelligence is the foundation for a host of critical skills—it impacts most everything you say and do each day. Emotional intelligence is the single biggest predictor of performance in the workplace and the strongest driver of leadership and personal excellence.

These findings hold true for people in all industries, at all levels, in every region of the world. We haven't yet been able to find a job in which performance and pay aren't tied closely to emotional intelligence.

### EMOTIONAL-SOCIAL INTELLIGENCE INDEX™

The ESQ Profile assesses 8 core factors under 2 dimensions.

#### Intrapersonal Factors

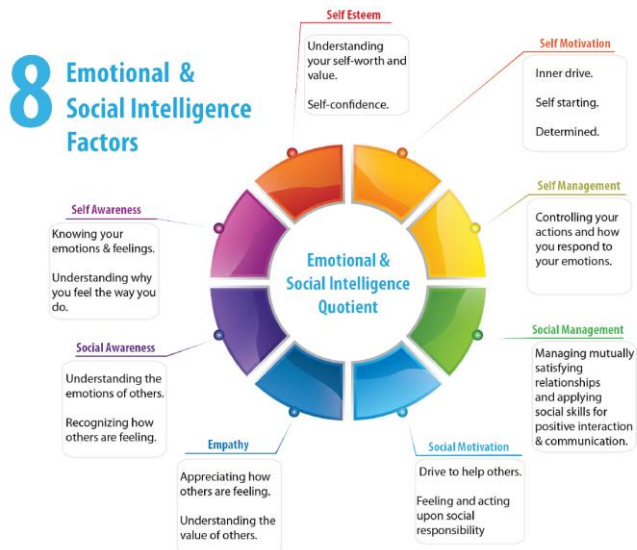
- Self Awareness
- Self Esteem
- Self Motivation
- Self Management

#### Interpersonal Factors

- Social Awareness
- Empathy
- Social Motivation
- Social Management

#### APPLICATIONS

- Selection
- Retention
- On-boarding
- Coaching
- Training
- Leadership Development
- Succession Planning
- Team Development
- Engagement
- Sales Training
- Change Management
- Customer Service



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