



When working in an organization, it's important to be cognizant of the **impact of one's actions** on colleagues. The EQ 360 report offers an in-depth analysis by having those that work with an individual and know them personally provide feedback. In addition, the self-assessment provides a 360 degree view of his or her effectiveness and EQ competencies. This report can be used for results specific to a workplace context, enabling career and organizational development. **It identifies blind spots, strengths, and developmental opportunities in the workplace.** The EQ 360 report lends itself well to a follow-up with the same group of evaluators to compare results and track progress, and offers a roadmap for individual leadership coaching where needed.

The EQ 360 identifies key employee strengths that can be leveraged to the benefit of the organization, as well as impediments to high performance that could be improved. The EQ 360 identifies the level of a client's emotional and social functioning based on his or her responses to an assessment that is administered online in the client's own time. The resulting EQ 360 assessment provides a more in-depth analysis by having those who work with the client provide information as well. When observer ratings are compared with the results of an EQ-i 2.0 self-report, a more complete 360 degree profile emerges.

Workplace EQ 360 Report

The Workplace EQ 360 Report includes not only the feedback of all the raters, but also the feedback of the participant — all in one consolidated report in both a client and coach's version. This saves the participant time and effort in working through multiple reports, and it allows for better comparison and understanding of the feedback received. Reports are structured in a very clear and linear manner that is easy to follow and reference — making the Workplace EQ 360 an entirely positive user experience for both the client and the administrator.

The Workplace EQ 360 features a **one-page overview**, as well as providing a **gap analysis** which is a visual representation of the ratee's responses directly compared to the responses of the nominated raters. The gap analysis points out the areas where there is a high versus a low level of agreement between the ratee and the raters, and it highlights **potential blind spots**.

