

What is TEIQue?

The Trait Emotional Intelligence Questionnaire (TEIQue) is a personality assessment that measures an individual's Emotional Intelligence potential. It tells you how well your people understand and manage their emotions, how well they interpret and deal with the emotions of others, and how they use this knowledge to manage relationships. It can provide answers to questions such as:

- Do they excel at developing relationships?
- How aware is this person of their strengths and limitations?
- How self motivated and adaptable is this person?
- To what extent does this person modify their behavior to suit changing situations?
- Is this person overly cautious or prone to taking excessive risks?
- How does this person react to pressure?
- Can they control their impulses when under stress?
- How sensitive is this person to other people's emotions?
- Could this person drive change in the organization?

How can TEIQue help you?

➔ Recruit

The TEIQue helps you select candidates who can thrive in a changing and complex "people" environment. Recruiting candidates with the ideal Emotional Intelligence for their role requirements helps them cope with stress, conflict, low morale and change most effectively.

➔ Retain

People leave managers, not companies. Emotionally intelligent managers have high self-awareness, are excellent communicators and can adapt their natural leadership style to suit a variety of situations. As a result, their teams tend to be well motivated and have high morale, which contributes to retaining staff.

Features

Assessment type: Personality & awareness

Time to complete: 20 minutes

Format: 153 statements, Likert scale: 1-7 rating

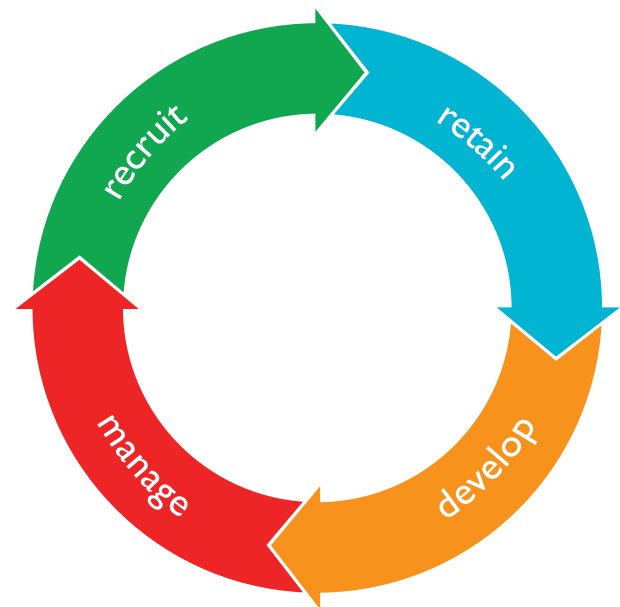
Availability: 8 languages

What training is required: Thomas TEIQue certification - 1 day



“Emotional Intelligence makes the difference between good and great leaders.”

Linda Watson, Dilligencia



Our assessments will provide an insight into your people's potential, what motivates them, their core strengths and limitations. They will add a high level of certainty to all of your people related decisions across all areas of the employee lifecycle.

→ Develop

The TEIQue creates an environment of understanding that enables you to develop your managers' self-awareness. TEIQue results allow senior leaders, OD, HR and training practitioners to understand the unique training requirements for each individual and also collate group results to identify opportunities for development programs for the entire organization

→ Manage

There is a direct link between the level of open and honest communication from a manager and how people feel and perform in their job*. Emotional Intelligence is a vital element of effective leadership, allowing leaders to have excellent self-awareness, be skilled communicators, and adapt their natural leadership style to a variety of people and situations.

*CIPD Employee Outlook, Year Review Summer 2010

What you get

Thomas TEIQue takes 20 minutes to complete and you are provided with a report that shows the potential for an individual in terms of 4 main factors and 15 distinct facets:

Well-Being Factor

- Facets: Happiness, Optimism, Self-esteem

Self-Control Factor

- Facets: Emotion Regulation, Impulse Control, Stress Management

Emotionality Factor

- Facets: Empathy, Emotion Perception, Emotion Expression, Relationships

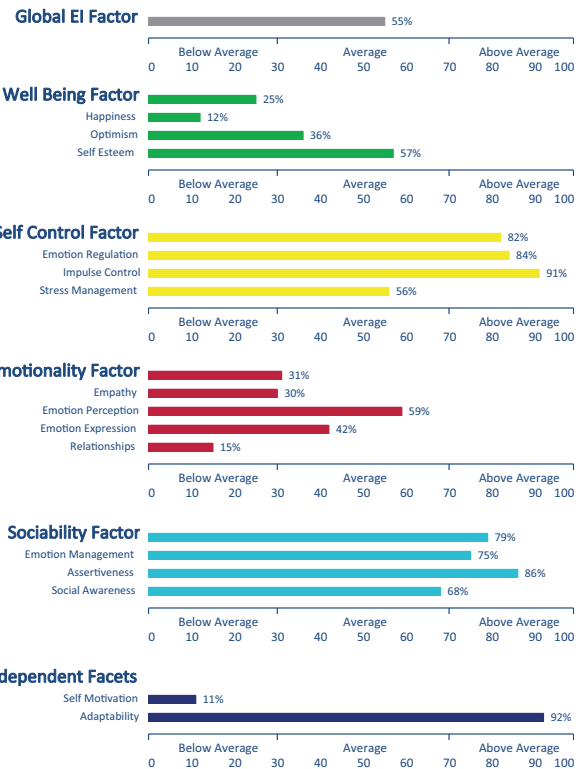
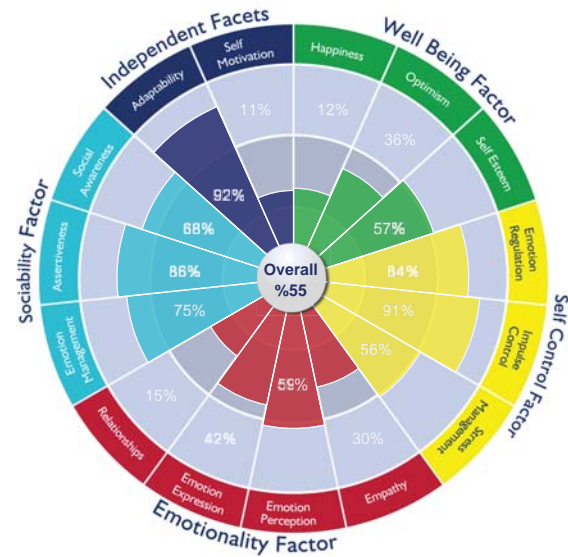
Sociability Factor

- Facets: Emotion Management, Assertiveness, Social Awareness

Independent Facets

- Facets: Adaptability, Self-motivation

Along with percentile scores for each facet and factor listed above, the report provides an overall Global percentile score, which highlights a very broad snapshot of an individual's overall Emotional Intelligence. Moving further into the report, you are provided with a detailed summary of each factor and facet, explaining the impact of each score and strategies to manage and develop those facets most important in the role or to the individual.



Example: TEIQue Sample Report

How you're supported

Our client service team is here to train you, advise you and help you to use people assessments to achieve an immediate impact on your business.

Providing unrivalled support, Thomas' client service team blends the skills and expertise of consultants, occupational psychologists, facilitators, client service advisors and technical support.