

## ECSI

Emotional and social intelligence makes the difference between a highly effective leader and an average one. The real benefit comes from the 360° view into the behaviors that differentiate outstanding from average performers. It helps managers and professionals create competitive advantage for their organizations by increasing performance, innovation and teamwork, ensuring time and resources are used effectively, and building motivation and trust.

Use the emotional and social competency inventory (ESCI) to:

- measure emotional intelligence in your leaders and professionals
- raise awareness through powerful feedback
- focus your coaching and development on crucial capabilities
- bring out the best in individuals and teams.

### Why choose the Boyatzis, Goleman and Hay Group ESCI?

Emotional and social intelligence is now recognized as a key factor in leadership performance. Our long partnership with Dr. Richard Boyatzis and Dr. Daniel Goleman has resulted in one of the most validated behavioral measures of emotional and social intelligence, based on hundreds of competency studies conducted in organizations throughout the world. Because it is behavioral, it enables you to assess, develop and coach your leaders and embed this crucial capability within your organization.

Drawing on the work of Boyatzis and Goleman, and research at Hay Group, the ESCI is a 360° tool, avoiding the distortion of self-assessment questionnaires. It describes 12 competencies that differentiate outstanding from average performers.

*"My Executive MBA program students participated in the HayGroup ESCI, and the results were fantastic! The evaluation feedback I received from the students on the combined workshop and ESCI results was among the highest I have ever received in over 16 years of teaching at the college level. One student wrote that the ESCI "will be more important in my career progression than several finance courses combined." Thanks to the HayGroup for designing a really valuable 360 tool on Emotional and Social Intelligence. I can't recommend it enough." --- John Krajicek, Executive Professor, Mays Business School, Texas A&M University*

### The ESCI process works as follows:

Your participants nominate who they would like to get feedback from. Participants and their nominees complete the surveys online and, once we have received all the feedback, Hay Group analyzes the results and produces a feedback report. We can also create a team composite report which shows a group's profile against the competencies.

Our clients particularly appreciate the verbatim comments section of the report, where respondents comment on a participant's key strengths and areas for development. For many people this is the first real, confidential feedback they have received.