



SEI EMOTIONAL INTELLIGENCE
ASSESSMENT

Emotional Intelligence Coaching For Executives

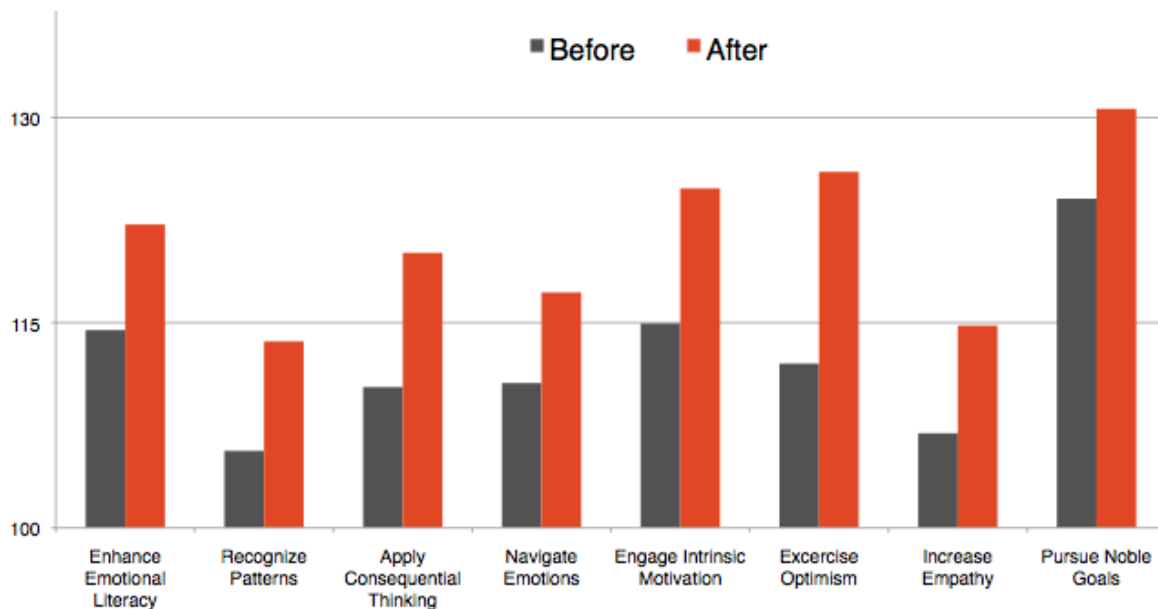
EQ Coaching for Leadership Development



A study of retired NFL players found that athletes with greater emotional intelligence are far more likely to have good health and relationships, avoid drug/alcohol use and violence, do well at work and enjoy a high quality of life. Results indicate with just a **little increase in EQ the players experienced a large change in life success.** 6sec.org/nfl

Get Serious About Serious Change

The FedEx Express team, through their Global Learning Institute, integrated emotional intelligence into a 6-month development program for new managers with impressive results. The program produced an 8-11% increase in core leadership competencies as measured by the SEI. Significant percentages of participants experienced very large improvements (10-50%) in **key EQ skills and leadership outcomes: 72% in decision-making, 60% in quality of life, and 58% in influence.** Forty-four percent of participants had very large increases in overall EQ scores.



Source: EQ at FedEx, Freedman & Daniel, 6sec.org/fedex

A study conducted with one of Italy's leading information technology, engineering and management companies, Svimservice, demonstrated that even a short 2-day training program for professionals working in a highly competitive and technical environment offers **significant benefits in the development of emotional intelligence.** 6sec.org/cases

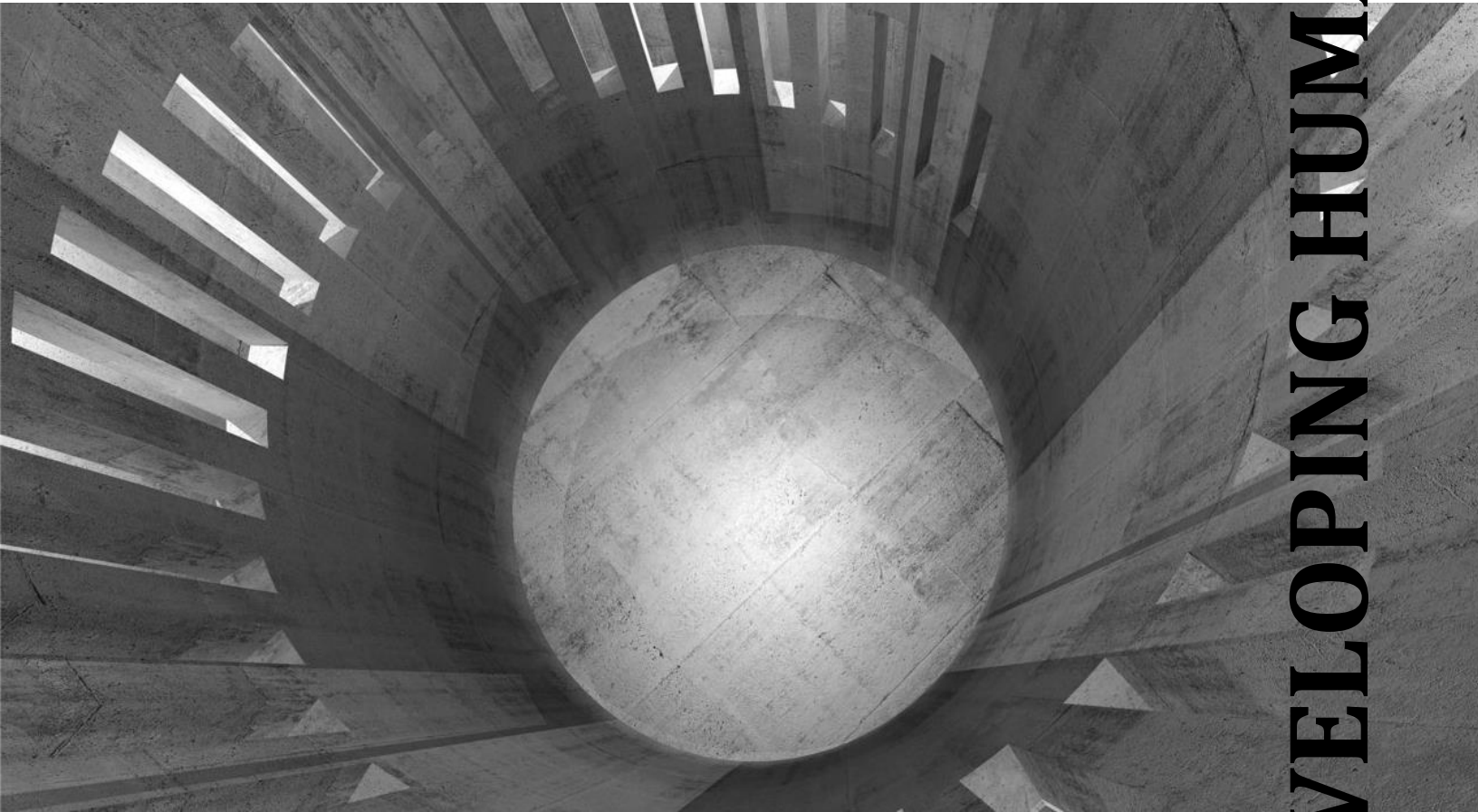
2 INCREASED EQ IN

DAYS

SEI: Proven Tools to Measure & Develop Human Capacity

Are most leaders great at leading people? Many managers are promoted for their technical and business skills – but find the “soft side” hard. Engaging people in change, proactively resolving issues, setting a context for performance, building collaboration...they all require emotional competence. To change the outcomes, leaders need to change the inputs – and to do so they need new awareness, attitudes, and skills.

The Six Seconds Emotional Intelligence Assessment (SEI®) provides a solution to help leaders measurably improve. The tool assesses EQ competence and delivers a practical roadmap for development. The SEI predicts over 56% of important success factors: effectiveness, relationships, quality of life, and health – essential outcomes for thriving teams.



DEVELOPING HUMAN CAPACITY



Emotional Intelligence Coaching

The Six Seconds Emotional Intelligence Assessment (SEI™) provides a solution to help leaders measurably improve. The tool assesses competence and delivers a practical roadmap for development.

Coaching Journey

Coachees will complete the Six Seconds Emotional Intelligence Assessment (SEI) online. The SEI is a validated, normative self-report tool with 104 items, self-correcting indices for positive impression and answer style, and a consistency index for validity. The SEI is a statistically valid self-report assessment focused on developing and applying EQ.

“The Six Seconds Emotional Intelligence Assessment is a proven test that helps people understand and develop Emotional Intelligence. It features the most comprehensive report of any Emotional Intelligence test with many practical strategies for performance improvement. The test has strong psychometric properties, including two self-correcting indices to increase objectivity.”

– CBS Marketwatch

Far more than a “test,” the SEI is part of a proven solution to improving efficacy - by developing competence. Six Seconds consultants use the SEI Leadership Development Report along with a whole suite of training and development tools all built around a model that leads people to action.

The SEI assessment and coaching program will provide leaders with a top-tier emotional intelligence measurement and development tools to understand their own EQ competencies, set goals for professional and personal development, and apply their EQ strengths for personal and team effectiveness. The purpose is to help leaders become more effective and achieve personal & organisational goals.

The effectiveness of the SEI is improved as participants are supported to practice the skills and be held accountable to their commitments by their EQ Coach. Coaching is the vehicle that ensures that the investment in this program will show up in bottom-line results. We provide a minimum of 3 coaching sessions to get individuals started in making sustainable application of the learnings.

The Harvard Business Review calls Emotional Intelligence a “revolutionary, paradigm-shattering idea” - their 1995 article on the subject is their most requested reprint in history. Business leaders are seeing how the hard science of this breakthrough approach improves leadership and performance in teamwork, customer service, and retention. Being “emotionally intelligent” means using emotional data effectively – and research shows this blending of thinking plus feeling drives effective decision-making, engagement, and superior collaboration.

The program includes 3 one-to-one coaching sessions facilitated by Mucha Mlingo, Six Seconds Certified Emotional Intelligence Practitioner & Coach. Mucha provides a unique blend of research, practical experience, and EQ coaching practice to help coachees to reflect, grow, and take action.

The Emotional Intelligence Coaching For Executives Series includes:

- Six Seconds EQ Assessment (SEI®)
- Leadership Development Report with EQ Roadmap
- 3 x 1hr one-to-one coaching sessions

INVESTMENT: US\$899

SEI

The SEI Leadership Report links EQ to influencing, engaging, and setting direction with hard-hitting data and workplace-practical strategies

Bob Brooks, HR Advisor, FedEx

“One of our biggest challenges is how to get **more employee engagement** under challenging times with diminishing resources. SEI has been an effective tool for identifying emotional intelligence issues and improving discretionary effort including ‘real world’ action plans for improving emotional intelligence. **We greatly appreciate the support, learning, and continuing research by the SEI team.**”



Kevin Herft, Management

“Very insightful learning and an **absolutely great tool for coaching.**”



Yahoo News

“The Six Seconds Emotional Intelligence test (SEI®) **provides a clear and practical assessment** of eight key emotional intelligence (EQ) skills such as emotional literacy, self-management, and empathy. Focused on professional and personal development, the test includes extensive recommendations for learning and improvement.”



Bob Bates, President, Resolve Today, LLC

“Emotional Intelligence is one of the most **crucial factors** that we see in helping individuals achieve and sustain their wellness goals. SEI provides a simple but powerful tool to help our clients **understand how emotions impact their success.**”



assess



| PRODUCTIVITY | INNOVATION |
| COMMUNICATION | TEAMWORK |
| CONFLICT RESOLUTION |
| TIME- MANAGEMENT |
| PERFORMANCE | COLLABORATION |
| RISK-TAKING | DECISION-MAKING |
| RETENTION | STRATEGIC THINKING |
| WELLNESS | RELATIONSHIPS |
| ADAPTABILITY |



implement

Focus on Learning

The SEI was created by changemakers who's full-time focus is the development of Emotional Intelligence



The SEI assessments are the only tools based on the Six Seconds EQ Model.

Developed in 1997 to help people put the theory of emotional intelligence into action, the Six Seconds EQ Model consists of three significant pursuits, shown at left, and eight underlying competencies, shown below. The model creates a framework for action that helps people make decisions that are truly effective.

Know Yourself is increasing self-awareness. It helps people gain insight into the emotional drivers of behavior.

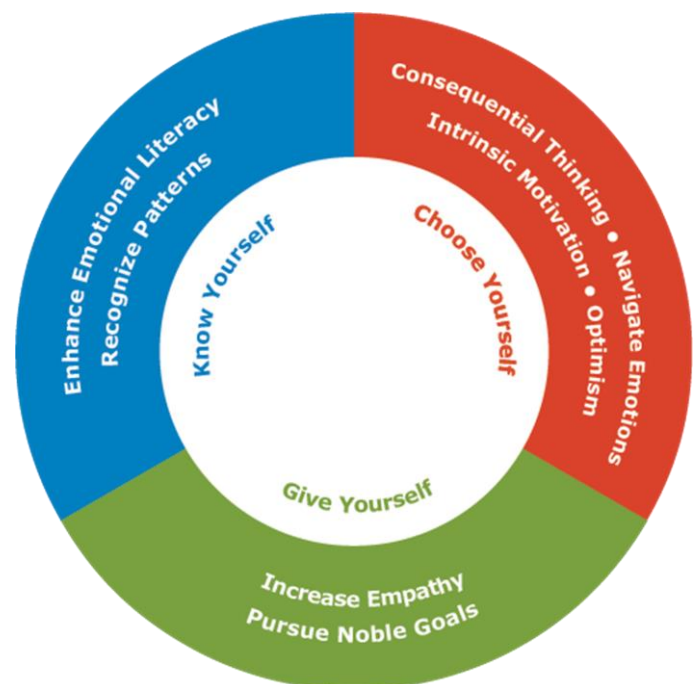
Choose Yourself is building self-management and self-direction. It helps people identify key goals, follow intentions, and proactively solve problems

Give Yourself is aligning daily choices with a larger sense of purpose. It helps people put their vision and values in action, maintain healthy relationships, and build thriving teams and organizations.

Eight Competencies of Emotional Intelligence

“Under” the three pursuits live eight specific, learnable, measurable competencies.

They're measured through the Six Seconds Emotional Intelligence Assessment – or SEI.





Leaders may be technically brilliant, but if they are vulnerable in Emotional Intelligence, they don't understand people. They are uncomfortable talking about feelings, so they either minimize or generalize. They are frequently confused about what drives people (including themselves) and surprised by the way others react.

The result: Lost trust. Lost talent. Lost performance.

Maybe it's time to learn the logic of emotions?



INDIVIDUAL RESULTS, ACTIONABLE DATA, SOUND GUIDANCE, LEADERSHIP SUCCESS

The SEI is proven for improving personal and team efficacy by developing greater competence in emotional intelligence.

These tools are backed by a powerful methodology plus a suite of training and development tools all built around an EQ model that propels leaders to action and empowers them to achieve organisational goals



YOUR GOALS

MAPPING CHANGE

SEI COACHING: NOT JUST AN ANALYSIS. A MAP FOR CHANGE

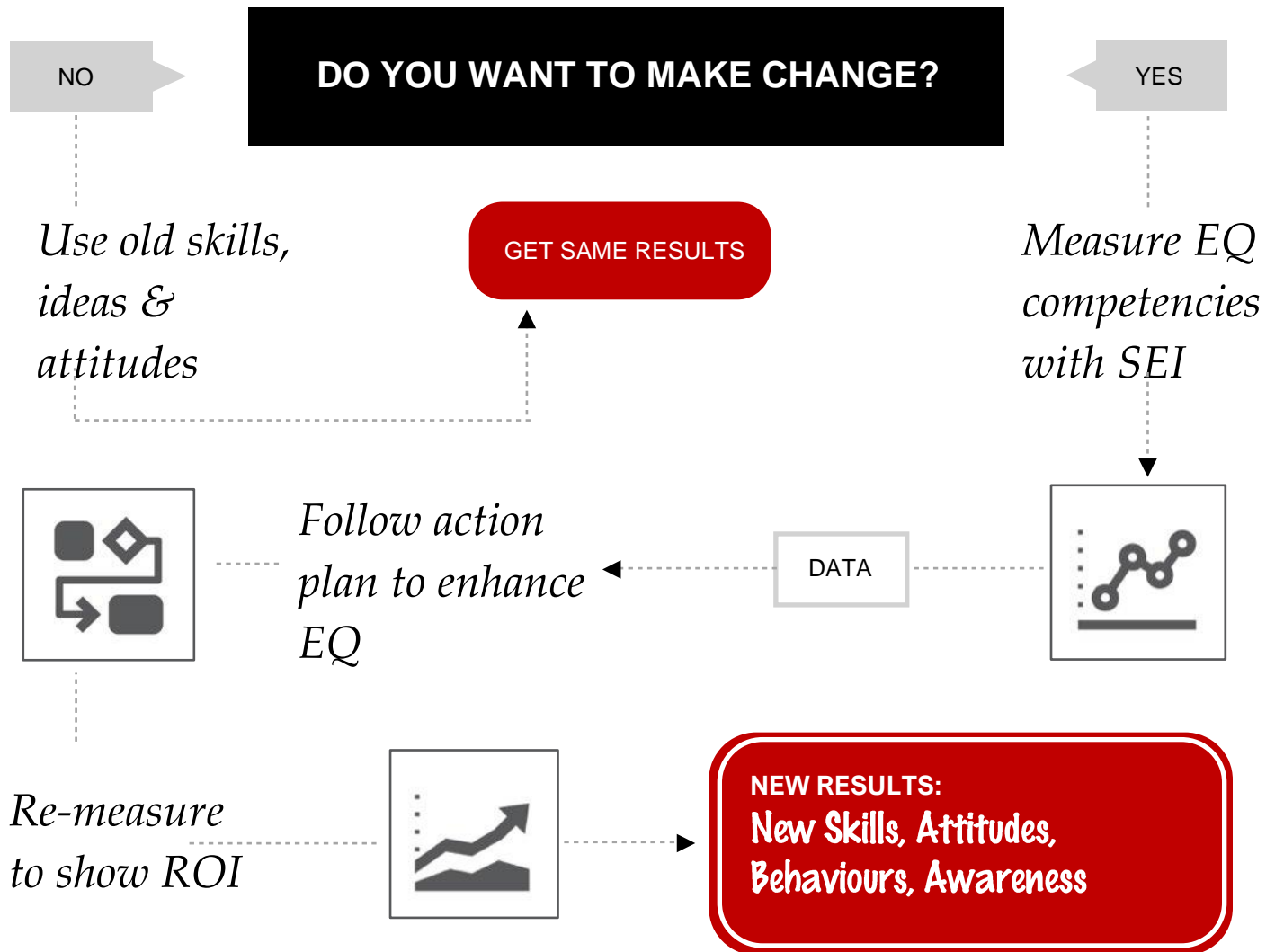


YOU



Emotions are contagious, but some leaders are unaware of the feelings they are spreading to others. They don't see how feelings can drive performance up or down.

Are you leading people, or walking alone?



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SEI® is published by Six Seconds, a global research organization supporting people to create positive change – everywhere, all the

sixseconds
THE EMOTIONAL INTELLIGENCE NETWORK

Emotions drive behavior

Developing EQ will help leaders understand what motivates them and others.

Emotions are data – signals that give leaders information about themselves and others. Without enough EQ, leaders are probably not picking up these important signals or not seeing how their own emotions “color” thinking (for good and for ill).



Getting Serious About Change. Transformation. Impact.

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CONTACT:

PTS AFRICA

T: +254 (0)20 266 7286

M: +254 (0)759 067 763

E: Info@PTS.co.ke

W: www.PTS.co.ke

