

# How to improve your performance using Business Emotional Intelligence

The EBW is a highly accurate and reliable assessment of Emotional Intelligence in the workplace (Business EQ) that enables you to improve your performance by assessing and providing you with feedback on key emotions and behaviors that predict occupational success.

Based on over 15 years of worldwide use and research, the EBW creates business value by enabling you to understand why people behave the way they do and how to maximize their engagement with, and performance at, work.

The EBW is practical and straightforward focusing on 8 key factors that affect Emotional Intelligence at work. This intuitive tool will resonate with you as it does with successful business leaders and teams who quickly recognize how their emotions and behaviors impact on their success and on others.

It offers you guidance at all junctures in your working life, enabling you to identify your natural strengths and what will be a fulfilling career role. With its engaging accessible business language and its developmental framework, it is easy to use and works across industries and cultures.

The EBW compares an individual's results with a large international normative database providing you a better benchmark for success and highlighting the critical areas leaders and teams need to focus on. Available in multi-languages the EBW is excellent for helping people understand and address cultural and behavioral differences.

It delivers rich objective insights into peoples' ability to manage their emotional drivers (stress resilience, motivation to succeed etc.) that affect performance and which cannot be accurately assessed through an interview alone. This sharp insight gives you confidence when making difficult personnel decisions or helping individuals and teams recognize others' potential and talent.

**The EBW enables you to have a total systems approach, with its Business EQ Reports and programs that provide the critical difference when recruiting, retaining and developing the talent and potential at all levels of an organization.**

*“ I found undertaking the EBW assessment refreshing and insightful. The report it generated I found to be accurate and useful confirming many of the things I need to work on. I would recommend this exercise and process for all leaders hoping to better their leadership style and indeed themselves as a person. ”*

**CEO (Financial Services)**

## Benefits

- ▶ Improve performance, recruiting and developing the right people who transform organizations
- ▶ Create business value by understanding emotional drivers that maximize engagement and performance at work
- ▶ Save time and money using a practical and straightforward EQ solution focused on natural strengths and business success
- ▶ Reduce the risk when making personnel decisions, by using a validated assessment that provides a benchmark and reveals deep insights into what drives performance and stress
- ▶ Deliver a total systems approach solving a wide variety of business issues

## Key Features

- ▶ Focuses Emotional Intelligence on occupational performance
- ▶ A unique 8 factor model of Business EQ that provides objective measurement of emotional behavioral traits that predict success
- ▶ A development framework clearly linked to performance for coaching, leadership, team building and personnel development
- ▶ A large knowledge library of resources and programs
- ▶ Provides a range of Business EQ Reports and programs that can be tailored to your individual business needs
- ▶ Available online in multi-languages

## Applications

- ▶ Recruitment & assessment
- ▶ On-boarding
- ▶ Coaching
- ▶ Succession Planning
- ▶ Leadership Development
- ▶ Team Building
- ▶ Stress management
- ▶ Sales Improvement
- ▶ EQ workshops

## The EBW EQ Total Systems Approach

The EBW Business EQ System provides that superior advantage, with an online assessment platform that gives you a quick and convenient method to assess your people anywhere in the world. The EBW focus on occupational success guarantees that EBW Programs, with their integrated approach, raise performance at all levels in your organization and make a difference to the “bottom line”.

EBW interventions are based on using international benchmarking and developing your talent using a range of expert reports and programmes that improve your business applications and organizational objectives.

### EBW Report (Recruitment)



This is a superb tool for recruitment, talent identification and selecting high-performing employees. This report provides insights into a candidate's Business EQ, combined with an interview guide and behavioral questions, plus an Impression Management Tool that reveals how honest the candidate was with themselves when completing the EBW.

### EBW Report (Development)



Ideal for coaching or as the basis for a development program, this report has an executive summary, in-depth interpretation under each scale and sections for the user to consider how they might wish to improve their Business EQ and raise their performance.

### EBW Report (Advance)



Great as a springboard for leadership programs, executive coaching and recruiting senior or critical roles. It compares results with an international normative database and with a sophisticated analysis of a person's Business EQ, delivers a better benchmark for success.

### EBW Report (Team)



With clear color coded diagrams under each emotional behavioral scale, the feedback empowers teams to understand and take personal responsibility for the critical emotions and behaviors at work that change a team into a high performing team.

### EBW Bespoke Report Services



Obtain key benchmarks and indicators of success for your business or organization using the EBW job analysis and bespoke report service. A bespoke report can be developed by mapping and using the EBW extensive database of predictive questions matched with your competency framework or particular job role, all managed by one of our international business psychologists.

*“Our experience with over 150 participants to date has demonstrated that the EBW Emotional Intelligence process has increased their self awareness and motivates them in their roles”*

**Prof A Tavabie Dean of  
Postgraduate GP Education  
NHS**

## Choose an EBW Program to suit your needs

### Coaching Talent

EBW Facilitators will work with you and coach using a 10 step program to raise leadership/management performance and accelerate your success (and business).

### Leadership and Management Development

Our leadership assessment & programs ensure you learn which leadership style suits different situations and when and how to use your Business EQ to inspire, motivate, delegate, support and drive your organization to greater success.

### Building High Performing Teams

The EBWt Team accelerated 1 day program or EBW team coaching changes performance; by operating at a deeper level of attitudes and feelings that underpin behavior and performance within the team.

### Boosting Performance Program

Train large groups to boost their Business EQ, change the way people work with each other to improve their performance at work

### Recruitment & Selection for Potential

By using the EBW System to focus on a candidate's Business EQ the cost of making the wrong decision is significantly reduced.