

EQ-i™ Results Analysis Guide

Validity indicators are built into the EQ-i™ to ensure the results obtained are the best indicator of Emotional Quotient or EQ. Omission Rate is the number of items missed. With computer scoring, Omission Rate becomes a non-issue as the computer will not let you score an EQ-i™ if item responses are missing. The inconsistency Index compares like items with each other to determine whether the respondent was able to respond similarly. The Positive Impression scale attempts to determine whether the respondent was trying to make themselves appear more emotionally intelligent than they are. One gets a higher PI score by responding positively to socially desirable response items. The Negative Impression scale attempts to determine whether the respondent was trying to make themselves appear less emotionally intelligent than they are. One gets a higher NI score by responding positively to socially undesirable response items.

Use the following information to examine validity indicators that are of concern to you. If all validity indicators are within the 'valid' range, then you need not analyze the responses using this section.

The 4 Validity Indicators

- 1) **Omission Rate** – concern if over 5 (not applicable with computer scoring)
- 2) **Inconsistency Index** – concern if over 12
- 3) **Positive Impression (PI)** – concern if over 130
- 4) **Negative Impression (NI)** – concern if over 130

Positive Impression (PI)

EQ-I 133	EQ-I 125	Item						
5	5	I like everyone I meet.	1	2	3	4	5	
34	32	I have good thoughts about everyone.	1	2	3	4	5	
50	47	I don't do anything bad in my life.	1	2	3	4	5	
65	61	Nothing disturbs me.	1	2	3	4	5	
79	74	I have not told a lie in my life.	1	2	3	4	5	
94	89	I have not broken a law of any kind.	1	2	3	4	5	
109	103	I have not been embarrassed for anything that I've done.	1	2	3	4	5	
123	116	I don't have bad days.	1	2	3	4	5	

Negative Impression (NI)

EQ-I 133	EQ-I 125	Item						
12	n/a	I have a feeling that something is wrong with my mind.	1	2	3	4	5	
25	n/a	I think I've lost my mind.	1	2	3	4	5	
41	n/a	I do very weird things.	1	2	3	4	5	
57	n/a	I see these strange things that others don't see.	1	2	3	4	5	
71	n/a	I feel cut off from my body.	1	2	3	4	5	
101	n/a	I am a very strange person.	1	2	3	4	5	
115	n/a	I have strange thoughts that no one can understand.	1	2	3	4	5	

Remember: Critical Items are part of the EQ-i™ to identify serious potential difficulties that individuals may be experiencing. Responding affirmatively to a Critical Item means nothing on its own.

Critical Item Responses (Red Flags)

EQ-I 133	EQ-I 125	Item						
2	2	It's hard for me to enjoy life.	1	2	3	4	5	
51	48	I don't get enjoyment from what I do.	1	2	3	4	5	
77	72	I get depressed.	1	2	3	4	5	
91	86	I'm not that happy with my life.	1	2	3	4	5	
12	n/a	I have a feeling that something is wrong with my mind.	1	2	3	4	5	
68	64	I tend to fade out and lose control of what happens around me.	1	2	3	4	5	
13	12	It is a problem controlling my anger.	1	2	3	4	5	
86	81	I have strong impulses that are hard to control.	1	2	3	4	5	

Response Items

In this section you have the opportunity to analyze the EQ results for each of the 15 factors of emotional intelligence.

For each factor complete the following steps:

1. Circle responses (found on the back page of your EQ-i™ report) to each item.
2. Record the score for each factor.
3. Ask whether the respondent feels this score DOES or DOES NOT reflect their ability in this area.

Examine each factor in turn by ensuring understanding of the resulting score.

- 1 = Very Seldom or Not true of me
- 2 = Seldom true of me
- 3 = Sometimes true of me
- 4 = Often true of me
- 5 = Very often true of me or True of me

Emotional Self-Awareness

EQ-I 133	EQ-I 125	Item					
7	7	It's fairly easy for me to express my feelings.	1	2	3	4	5
9	9	I'm in touch with my emotions.	1	2	3	4	5
23	22	It's hard for me to share my deepest feelings with others.	1	2	3	4	5
35	33	It's hard for me to understand the way I feel.	1	2	3	4	5
52	49	It's hard to express my intimate feelings.	1	2	3	4	5
63	59	I'm aware of the way I feel.	1	2	3	4	5
88	83	Even when upset, I'm aware of what's happening to me.	1	2	3	4	5
116	109	It's hard for me to describe my feelings.	1	2	3	4	5

Assertiveness

EQ-I 133	EQ-I 125	Item					
22	21	I'm unable to express my ideas to others.	1	2	3	4	5
37	35	When I'm angry with others, I can tell them about it.	1	2	3	4	5
67	63	When I disagree with someone, I am able to say so.	1	2	3	4	5
82	77	It's hard for me to say "no" when I want to.	1	2	3	4	5
96	91	It's fairly easy for me to tell people what I think.	1	2	3	4	5
111	105	Others think that I lack assertiveness.	1	2	3	4	5
126	119	It's difficult for me to stand up for my rights.	1	2	3	4	5

Self-Regard

EQ-I 133	EQ-I 125	Item					
11	11	I feel sure of myself in most situations.	1	2	3	4	5
24	23	I lack self-confidence.	1	2	3	4	5
40	38	I have good self-respect.	1	2	3	4	5
56	53	I don't feel good about myself.	1	2	3	4	5
70	66	It's hard for me to accept myself just the way I am.	1	2	3	4	5
85	80	I'm happy with the type of person I am.	1	2	3	4	5
100	95	I feel comfortable with my body.	1	2	3	4	5
114	108	I'm happy with the way I look.	1	2	3	4	5
129	125	Looking at both my good points and bad points, I feel good about myself.	1	2	3	4	5

Self-Actualization

EQ-I 133	EQ-I 125	Item					
6	6	I try to make my life as meaningful as I can.	1	2	3	4	5
21	20	I really don't know what I'm good at.	1	2	3	4	5
36	34	In the past few years, I've accomplished little.	1	2	3	4	5
51	48	I don't get enjoyment from what I do.	1	2	3	4	5
66	62	I don't get that excited about my interests.	1	2	3	4	5
81	76	I try to continue and develop those things that I enjoy.	1	2	3	4	5
95	90	I enjoy those things which interest me.	1	2	3	4	5
110	104	I try to get as much as I can out of those things that I enjoy.	1	2	3	4	5
125	118	I don't have a good idea of what I want to do in life.	1	2	3	4	5

Independence

EQ-I 133	EQ-I 125	Item						
3	3	I prefer a job in which I'm told pretty much what to do.	1	2	3	4	5	
19	18	When working with others, I tend to rely more on their ideas than my own.	1	2	3	4	5	
32	30	I prefer others to make decisions for me.	1	2	3	4	5	
48	45	It's hard for me to make decisions on my own.	1	2	3	4	5	
92	87	I'm more of a follower than a leader.	1	2	3	4	5	
107	101	I tend to cling to others.	1	2	3	4	5	
121	114	I seem to need people more than they need me.	1	2	3	4	5	

Empathy

EQ-I 133	EQ-I 125	Item						
18	17	I'm unable to understand the way other people feel.	1	2	3	4	5	
44	41	I'm good at understanding the way other people feel.	1	2	3	4	5	
55	52	My friends can tell me intimate things about themselves.	1	2	3	4	5	
61	57	I would stop and help a crying child find his or her parents, even if I had to be somewhere else at the same time.	1	2	3	4	5	
72	67	I care what happens to other people.	1	2	3	4	5	
98	93	I'm sensitive to the feelings of others.	1	2	3	4	5	
119	112	It's hard for me to see people suffer.	1	2	3	4	5	
124	117	I avoid hurting other people's feelings.	1	2	3	4	5	

Interpersonal Relationships

EQ-I 133	EQ-I 125	Item						
10	10	I'm unable to show affection.	1	2	3	4	5	
23	22	It's hard for me to share my deep feelings with others.	1	2	3	4	5	
31	29	I'm a fairly cheerful person.	1	2	3	4	5	
39	37	It's easy for me to make friends.	1	2	3	4	5	
55	52	My friends can tell me intimate things about themselves.	1	2	3	4	5	
62	58	I'm fun to be with.	1	2	3	4	5	
69	65	I don't get along well with others.	1	2	3	4	5	
84	79	My close relationships mean a lot to me and to my friends.	1	2	3	4	5	
99	94	I have good relations with others.	1	2	3	4	5	
113	107	People think that I'm sociable.	1	2	3	4	5	
128	121	I don't keep in touch with friends.	1	2	3	4	5	

Social Responsibility

EQ-I 133	EQ-I 125	Item						
16	15	I like helping people.	1	2	3	4	5	
30	28	It doesn't bother me to take advantage of people, especially if they deserve it.	1	2	3	4	5	
46	43	Others find it hard to depend on me.	1	2	3	4	5	
61	57	I would stop and help a crying child find his or her parents, even if I had to be somewhere else at the same time.	1	2	3	4	5	
72	67	I care what happens to other people.	1	2	3	4	5	
76	71	If I could get away with breaking the law in certain situations, I would.	1	2	3	4	5	
90	85	I'm able to respect others.	1	2	3	4	5	
98	93	I'm sensitive to the feelings of others.	1	2	3	4	5	
104	98	I think it's important to be a law-abiding citizen.	1	2	3	4	5	
119	112	It's hard for me to see people suffer.	1	2	3	4	5	

Problem Solving

EQ-I 133	EQ-I 125	Item						
1	1	My approach in overcoming difficulties is to move step by step.	1	2	3	4	5	
15	14	When faced with a difficult situation, I like to collect all the information about it that I can.	1	2	3	4	5	
29	27	I like to get an overview of a problem before trying to solve it.	1	2	3	4	5	
45	42	When facing a problem, the first thing I do is stop and think.	1	2	3	4	5	
60	56	When trying to solve a problem, I look at each possibility and then decide on the best way.	1	2	3	4	5	
75	70	It's hard for me to decide on the best solution when solving problems.	1	2	3	4	5	
89	84	In handling situations that arise, I try to think of as many approaches as I can.	1	2	3	4	5	
118	111	I generally get stuck when thinking about different ways of solving problems.	1	2	3	4	5	

Reality Testing

EQ-I 133	EQ-I 125	Item					
8	8	I try to see things as they really are, without fantasizing or daydreaming about them.	1	2	3	4	5
35	33	It's hard for me to understand the way I feel.	1	2	3	4	5
38	36	I have strange experiences that can't be explained.	1	2	3	4	5
53	50	People don't understand the way I think.	1	2	3	4	5
68	64	I tend to fade out and lose contact with what happens around me.	1	2	3	4	5
83	78	I get carried away with my imagination and fantasies.	1	2	3	4	5
88	83	Even when upset, I'm aware of what's happening to me.	1	2	3	4	5
97	92	I tend to exaggerate	1	2	3	4	5
112	106	I can easily pull out of daydreams and tune into the reality of the immediate situation.	1	2	3	4	5
127	120	It's hard for me to keep things in the right perspective.	1	2	3	4	5

Flexibility

EQ-I 133	EQ-I 125	Item					
14	13	It's difficult for me to begin new things.	1	2	3	4	5
28	26	It's hard for me to make adjustments in general.	1	2	3	4	5
43	40	It's difficult for me to change my opinion about things.	1	2	3	4	5
59	55	It's easy for me to adjust to new conditions.	1	2	3	4	5
74	69	I'm able to change old habits.	1	2	3	4	5
87	82	It's generally hard for me to make changes in my daily life.	1	2	3	4	5
103	97	It's hard for me to change my ways.	1	2	3	4	5
131	123	It would be hard for me to adjust if I were forced to leave my home.	1	2	3	4	5

Stress Tolerance

EQ-I 133	EQ-I 125	Item					
4	4	I know how to deal with upsetting problems.	1	2	3	4	5
20	19	I believe that I can stay on top of tough situations.	1	2	3	4	5
33	31	I can handle stress without getting too nervous.	1	2	3	4	5
49	46	I don't hold up well under stress.	1	2	3	4	5
64	60	I feel that it's hard for me to control my anxiety.	1	2	3	4	5
78	73	I know how to keep calm in difficult situations.	1	2	3	4	5
93	88	It's hard for me to face unpleasant things.	1	2	3	4	5
108	102	I believe in my ability to handle most upsetting problems.	1	2	3	4	5
122	115	I get anxious.	1	2	3	4	5

Impulse Control

EQ-I 133	EQ-I 125	Item					
13	12	It is a problem controlling my anger.	1	2	3	4	5
27	25	When I start talking, it's hard to stop.	1	2	3	4	5
42	39	My impulsiveness creates problems.	1	2	3	4	5
58	54	People tell me to lower my voice in discussions.	1	2	3	4	5
73	68	I'm impatient.	1	2	3	4	5
86	81	I have strong impulses that are hard to control.	1	2	3	4	5
102	96	I'm impulsive.	1	2	3	4	5
117	110	I've got a bad temper.	1	2	3	4	5
130	122	I tend to explode with anger easily.	1	2	3	4	5

Happiness

EQ-I 133	EQ-I 125	Item					
2	2	It's hard for me to enjoy life.	1	2	3	4	5
17	16	It's hard for me to smile.	1	2	3	4	5
31	29	I'm a fairly cheerful person.	1	2	3	4	5
47	44	I am satisfied with my life.	1	2	3	4	5
62	58	I'm fun to be with.	1	2	3	4	5
77	72	I get depressed.	1	2	3	4	5
91	86	I'm not that happy with my life.	1	2	3	4	5
105	99	I enjoy weekends and holidays.	1	2	3	4	5
120	113	I like to have fun.	1	2	3	4	5

N.B. This document intended to be used only by EQ-i Certified Individuals and not to be given to respondents.

Optimism

EQ-I 133	EQ-I 125	Item					
11	11	I feel sure of myself in most situations.	1	2	3	4	5
20	19	I believe that I can stay on top of tough situations.	1	2	3	4	5
26	24	I'm optimistic about most things I do.	1	2	3	4	5
54	51	I generally hope for the best.	1	2	3	4	5
80	75	I'm generally in motivated to continue, even when things get difficult.	1	2	3	4	5
106	100	I generally expect things will turn out all right, despite setbacks from time to time.	1	2	3	4	5
108	102	I believe in my ability to handle most upsetting problems.	1	2	3	4	5
132	124	Before beginning something new, I usually feel that I'll fail.	1	2	3	4	5