

# The Science Behind EQ-i 2.0

Several changes and advancements were made within the science behind EQ-i 2.0. While some of these changes are merely basic improvements over the previous version, others reflect major shifts in society and use of the assessment, and they will make a vast difference for assessment users.

## NORMS

With our rigorous process in building a large and highly representative normative sample, we set the basis for precise performance prediction. The EQ-i 2.0 normative sample includes 5,000 self-report ratings from adults residing in the U.S. (90% of the sample) and Canada (10% of the sample). Data were gathered from all 50 U.S. states and the District of Columbia, as well as from all ten Canadian provinces. This sample includes 200 men and 200 women in each of the following age groups: 18-24, 25-29, 30-34, 35-39, 40-44, 45-49, 50-54, 55-59, 60-64, 65+. Race/ethnicity, education level, and geographic region distributions are all within 4% of Census targets. This close match to Census means that the EQ-i 2.0 normative sample is highly representative of the North American general population; therefore meeting the highest scientific standards for norm sample development. The need for an updated normative sample is of paramount importance, given the dramatic shift in cultural diversity levels, as well as changing attitudes and value systems in the North American population that have occurred since the original EQ-i was released.

## RELIABILITY AND VALIDITY

Reliability refers to the consistency or precision of scores (i.e., how consistently does the EQ-i 2.0 measure emotional intelligence?), and validity refers to how effectively the EQ-i 2.0 measures emotional intelligence (i.e., how well does the EQ-i 2.0 do what it is supposed to do). Based on results from numerous statistical analyses, users of the EQ-i 2.0 can be confident that the scores generated by this assessment will be consistent and reliable. Results also revealed that the EQ-i 2.0 very accurately measures emotional intelligence. For example, decades of research now show the effectiveness of the EQ-i in measuring emotional intelligence, related concepts, and relevant outcomes. We found a very strong relationship between the scores on the original EQ-i and the EQ-i 2.0.

# The EQ-i 2.0 Model

The EQ-i 2.0 is based on a new model \*. While it builds on the previous version's model, it introduces some differences that stem from changes

to assessment items, updated norms, and rigorous reliability and validity studies.



## SELF-PERCEPTION

**Self-Regard** is respecting oneself while understanding and accepting one's strengths and weaknesses. Self-Regard is often associated with feelings of inner strength and self-confidence.

**Self-Actualization** is the willingness to persistently try to improve oneself and engage in the pursuit of personally relevant and meaningful objectives that lead to a rich and enjoyable life.

**Emotional Self-Awareness** includes recognizing and understanding one's own emotions. This includes the ability to differentiate between subtleties in one's own emotions while understanding the cause of these emotions and the impact they have on the thoughts and actions of oneself and others.

## STRESS MANAGEMENT

**Flexibility** is adapting emotions, thoughts and behaviors to unfamiliar, unpredictable, and dynamic circumstances or ideas.

### Stress Tolerance

involves coping with stressful or difficult situations and believing that one can manage or influence situations in a positive manner.

**Optimism** is an indicator of one's positive attitude and outlook on life. It involves remaining hopeful and resilient, despite occasional setbacks.

## SELF-EXPRESSION



### Emotional Expression

is openly expressing one's feelings verbally and non-verbally.

### Assertiveness

involves communicating feelings, beliefs and thoughts openly, and defending personal rights and values in a socially acceptable, non-offensive, and non-destructive manner.

### Independence

is the ability to be self directed and free from emotional dependency on others. Decision-making, planning, and daily tasks are completed autonomously.



## DECISION MAKING

**Problem Solving** is the ability to find solutions to problems in situations where emotions are involved. Problem solving includes the ability to understand how emotions impact decision making.

**Reality Testing** is the capacity to remain objective by seeing things as they really are. This capacity involves recognizing when emotions or personal bias can cause one to be less objective.

**Impulse Control** is the ability to resist or delay an impulse, drive or temptation to act and involves avoiding rash behaviors and decision making.

## INTERPERSONAL

**Interpersonal Relationships** refers to the skill of developing and maintaining mutually satisfying relationships that are characterized by trust and compassion.

**Empathy** is recognizing, understanding, and appreciating how other people feel. Empathy involves being able to articulate your understanding of another's perspective and behaving in a way that respects others' feelings.

**Social Responsibility** is willingly contributing to society, to one's social groups, and generally to the welfare of others. Social Responsibility involves acting responsibly, having social consciousness, and showing concern for the greater community.



**EQ-i** 2.0™  
assess. predict. perform.

\* Based on Original model by Reuven Bar-On, 1997

## HIGHLIGHTS:

- **The 1-5-15 factor structure:** this is a particular structural set-up, based on the Bar-On (1997) model of EI, that EQ-i users have always found easy to use and have become accustomed to. The EQ-i 2.0 features one overarching EI score, broken down into five composite scores which, in turn, are broken down into a total of 15 subscales. While, in the earlier version, individual items loaded on multiple subscales, in the new EQ-i 2.0, items only load on one subscale.
- **New composite scales — Self-Perception, Self-Expression:** The Emotional Self-Awareness subscale from the previous version contained items that measured both, the perception and the expression of emotions. The new factor structure resolves this ‘double content’ issue by dividing the items into two subscales. The items pertaining to self-awareness now reside in the Emotional Self-Awareness subscale of the Self-Perception composite. The self-expression items were also retained and expanded to better address how one expresses oneself, inspiring the addition of the Emotional Expression subscale.
- **New subscale — Emotional Expression:** This subscale, which is part of the Self-Expression composite scale, is about openly expressing one’s feelings, verbally and non-verbally. Emotional expression extends beyond the simple overt expression of one’s feelings to include the communication of one’s feelings in a manner that can be understood by the recipient.
- **New composite scale — Decision Making:** The Decision-Making composite scale addresses the way in which one uses emotional information in the decision-making process. This facet of emotional intelligence includes Problem Solving, Reality Testing, and Impulse Control subscales. This composite scale reveals how well one

understands the impact emotions have on decision-making, including the ability to resist or delay impulses and remain objective so to avoid rash behavior and ineffective problem solving.

The Decision Making composite is also a result of the realignment and restructuring of the original Adaptability and Stress Management composites. Decision Making is more intuitive, easier to coach to, and better addresses the needs of EQ-i 2.0 users.

- **Problem Solving subscale:** In the case of the Problem Solving subscale which exists in both, the EQ-i and the EQ-i 2.0, improvements have been made to resolve potential interpretation issues. Problem Solving is now defined as the ability to find solutions to problems in situations where emotions are involved. It includes the ability to understand how emotions impact decision making and about using emotional information in a meaningful way to enhance the problem solving process: recognizing a problem and feeling confident in one’s ability to work through it, defining the problem, generating a solution, and implementing the plan.
- **Happiness:** Previously, the EQ-i included Happiness as one of the 15 components of emotional intelligence. The EQ-i 2.0 has been modified to view happiness as a product of emotional intelligence rather than a contributing factor to emotional intelligence. This, coupled with the fact that most coaches, consultants, and counselors, found it difficult to directly coach to Happiness, lead to EQ-i 2.0 introducing the Well-Being indicator. It explores the relationship between one’s level of Happiness and Self-Regard, Optimism, Interpersonal Relationships, and Self-Actualization. Each report will consist of a Happiness score which is generated in the same manner as all other EQ-i 2.0 subscales, but it does not affect the total EI score.

# THE MODEL EVOLUTION FROM EQ-i TO EQ-i 2.0

