

WELCOME TO THE



# EMOTIONAL INTELLIGENCE

VIRTUAL CERTIFICATION PROGRAM  
Module 4



# Module 4 – Learning Outcomes

At the end of this module you will be able to:

- ▣ Facilitate an assessment report debrief using the Genos 8-Step Process
- ▣ Practicing Steps 1-5 and Step 6



# 8-step debrief process

1. State the purpose.
2. Explore their goals.
3. Revisit the Genos model.
4. Explain how the results are presented.
5. Interpret the Familiarity and Consistency results.
6. Facilitate an interpretation of the results (Overall & Item level + Qualitative comments)
7. Summarise key insights, actions and benefits.
8. Discuss the response process.



## Feedback Process: Part 1 (Approx 15 mins)

1. State the purpose.
2. Explore their goals.
3. Revisit the Genos model.
4. Explain how the results are presented.

5. Interpret the results (Quantitative + Qualitative comments)
6. Facilitate discussion
7. Summarize the findings
8. Discuss the response process.

**You're doing  
most of the talking**



## Feedback Process: Part 2 (Approx 60 mins)

1. State the purpose.

2. Explore

3. Revisit

4. Explain

5. Interpret the Familiarity and Consistency results.

6. Facilitate an interpretation of the results (Overall & Item level + Qualitative comments)

7. Summarise key insights, actions and benefits.

8. Discuss the response process.

**Candidate doing  
most of the talking**



## Feedback Process: Part 3 (Approx 15 mins)

1. State the purpose.
2. Explore their goals
3. Re
4. Ex
5. Interpret the Familiarity and Consistency results.
6. Facilitate an interpretation of the results (Overall & Item level + Qualitative comments)
7. Summarise key insights, actions and benefits.
8. Discuss the response process.

**You and candidate  
planning next steps**

Thank you

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