



1



## Module 6 – Learning Outcomes

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

- ▣ Describe the features of the Genos Group Reports
- ▣ Describe similarities and differences between Genos and other EI assessments in the market
- ▣ List best practice project administration principles
- ▣ Describe the features and best practice application of the Genos EI Selection Assessment Report



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# Group Reports

- Consultant Summary Report
- Group Report
- Group Comparison Report

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## Consultant Summary Report



### Sally Sample

Self-Awareness	M	P	D
1. Understands the impact their behaviour has on others.	3	3.0	3.5
2. Is aware of their strengths and limitations.	3	4.0	4.5
3. Asks others for feedback on their leadership.	2	3.0	2.5
4. Responds effectively to feedback provided to them.	3	2.0	3.0
5. Is consistent in what they say and do.	5	3.0	4.5
6. Behaves in a way that is consistent with how they expect others to behave.	5	5.0	4.0
7. Demonstrates awareness of their mood and emotions.	5	3.5	2.0

Awareness Of Others	M	P	D
1. Makes others feel appreciated.	4	4.0	4.5
2. Adjusts their style so that it fits well with others.	5	2.5	4.0
3. Notices when someone needs support and responds effectively.	5	3.5	3.5
4. Accurately views situations from the perspective of others.	2	4.5	2.0
5. Acknowledges the views and opinions of others.	4	4.0	4.0
6. Accurately anticipates responses or reactions from others.	5	3.5	2.5
7. Balances achieving results with others' needs.	5	4.0	4.0

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# Group Report

## LEADERSHIP SURVEY GROUP REPORT

Sample Leadership Group

9 July 2019

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- Aggregates data across a group at Total EI, Competency and Item level

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### RATER INFORMATION

Responses to the survey were collected between 1 June 2018 and 28 August 2018.



### FAMILIARITY

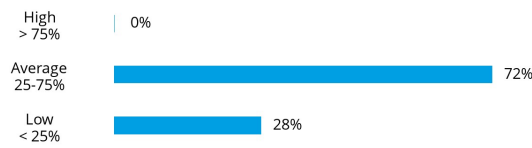
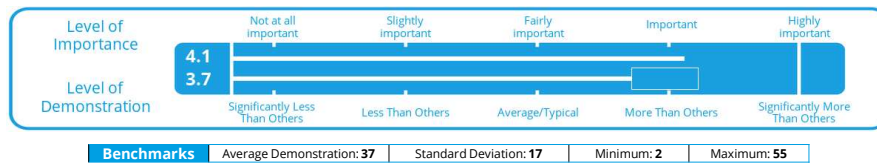
	THIS MEANS THAT RATERS...	SO SCORES FROM THIS CATEGORY ARE...
LOW	Have little contact with you and are unfamiliar with your leadership behaviours	Valuable and should not be dismissed. However, interpret these scores with caution.
MEDIUM	Have some contact with you and are familiar with your leadership behaviours	Meaningful. Identify actions to take on the basis of your results however validate these actions with your raters before implementation.
HIGH	Are highly familiar with your leadership behaviours	Very meaningful. Take action based on the feedback.

### CONSISTENCY

	THIS MEANS THE RATER RESPONSES TO THE SURVEY WERE...
LOW	Significantly inconsistent. This may be because: <ul style="list-style-type: none"> <li>You display different behaviour to individual raters</li> <li>Raters may be seeing different aspects of your behaviour, or</li> <li>Different situations, relationships or environments had an impact on their responses.</li> </ul> When consistency of responses is low, interpret results with caution, as the results reflect averages that may not be meaningful.
MEDIUM	Somewhat consistent, as might be expected from a typical group of respondents.
HIGH	Highly consistent.

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## TOTAL EMOTIONAL INTELLIGENCE



Percentage of the group that are high, average and low in Total Emotional Intelligence

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# Group Comparison Report

## GROUP COMPARISON REPORT

Sample Workplace T1  
Sample Workplace T2

10 June 2020

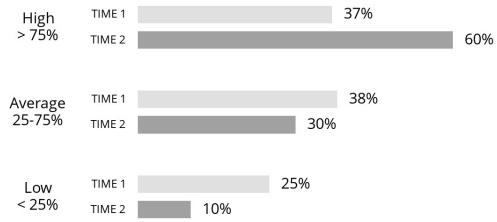
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- Aggregates data across a group at 2 points in time and draws on 2 sets of assessment data

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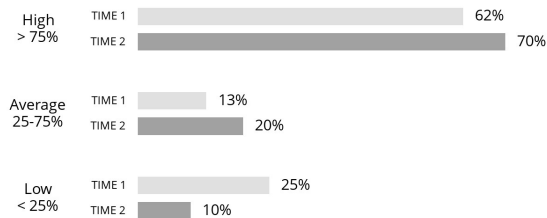
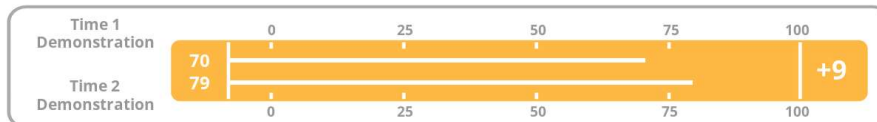
## TOTAL EMOTIONAL INTELLIGENCE



Percentage of people in each group that are high, average and low in Total Emotional Intelligence

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## SELF-AWARENESS



Percentage of people in each group that are high, average and low in Self-Awareness

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## SELF-AWARENESS

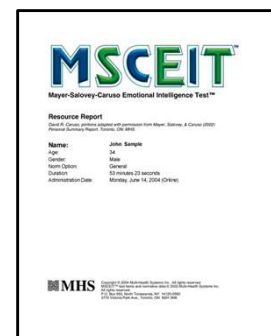
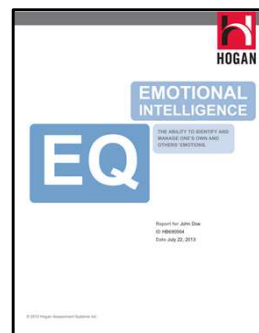
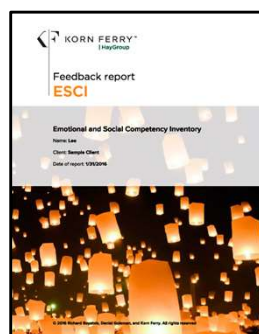


Question	T1	T2	d	BM
1. Demonstrates awareness of the way they feel.	4.1	4.2	0.1	<>
2. Demonstrates awareness of the impact emotions can have on their thinking.	3.9	4.1	0.2	<>
3. Demonstrates awareness of the impact their feelings can have on how they interact with others.	4.0	4.2	0.2	<>
4. Asks others for feedback on their behaviour.	4.0	4.2	0.2	^
5. Responds effectively to feedback from others.	4.2	4.3	0.1	<>
6. Demonstrates awareness of their mood.	4.2	4.0	-0.2	<>
7. Behaves in a way that is consistent with how they describe themselves to be.	4.0	4.2	0.2	<>

KEY: T1 = Time 1 Demonstration T2 = Time 2 Demonstration d = Difference BM = Benchmark

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## Other Models and Measures of EI



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# Selection Report

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**SELECTION**  
EMOTIONAL INTELLIGENCE  
REPORT

*Tim Candidate*  
1 January 2020  
Strictly Confidential

YOUR LOGO  
HERE

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## Genos EI Selection Assessment



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## Genos EI Selection Assessment

- ▣ 70 items measure how often someone demonstrates EI
- ▣ 12 items measure SDR – scores are adjusted down if someone scores high on these items
  - ▣ Inflation – the tendency to have an overly inflated view of one's ability, and therefore rate demonstration of the behaviour as more frequent than is actually the case
  - ▣ Manipulation – how often the candidate consciously answers in a way they think sounds correct, rather than genuinely indicating how often they demonstrate the behaviour in question
- ▣ Timed – 30 mins to complete
- ▣ One question at a time with capacity to go back one question

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## Benchmarking Information

- ▣ Comparative Group – 4775
- ▣ Males – 47.1% / Females – 52.9%
- ▣ Mean Age – 33.91yrs
- ▣ 48% of the group degree qualified or higher
- ▣ 57% of the group in managerial roles
- ▣ Top 3 professions – Sales, Advertising and Marketing

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# Selection Report

- ▣ Not to be shown to candidate
- ▣ Can be shown to 'hiring stakeholder'
- ▣ Overviews (model and process)
- ▣ Scores (summary for each skill and identifies 3 lowest scoring items)
- ▣ Provides interview questions and scoring key



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# Completing your Certification

- ▣ Receive a debrief on your personal assessment report
- ▣ Debrief a member of the Genos team on a sample report



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# Maintaining your Certification

- ▣ Debrief a minimum of 3 Genos EI reports (or conduct at least one group debrief) in a 12 month period
- ▣ Attend/review at least one Genos PD event in each calendar year



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# Information Security

- ▣ To comply with General Data Protection Regulation (GDPR) every person who accesses Genos Surveys must provide 'informed consent'
- ▣ By accepting they understand what data of theirs' is being held and they can access our full privacy policy
- ▣ We will remove a users data on request
- ▣ Data is held for 5 years
- ▣ Genos is ISO 27001 Certified

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# Questions



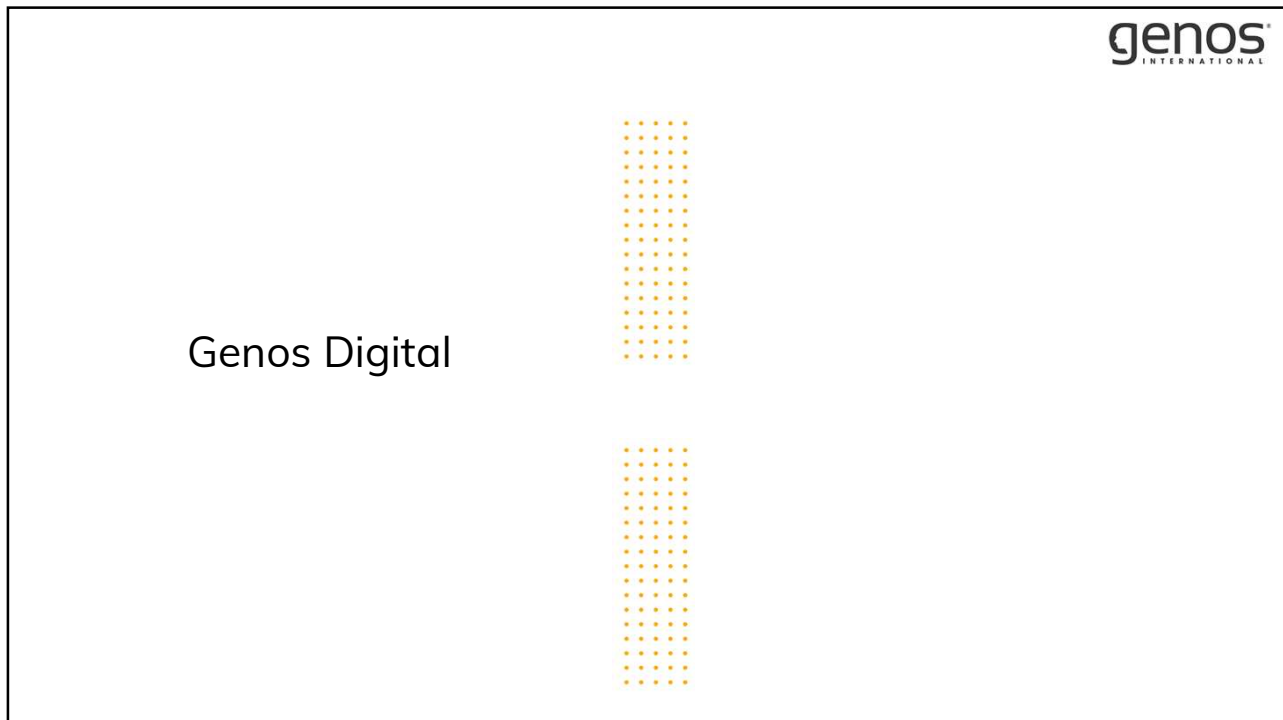
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Thank you

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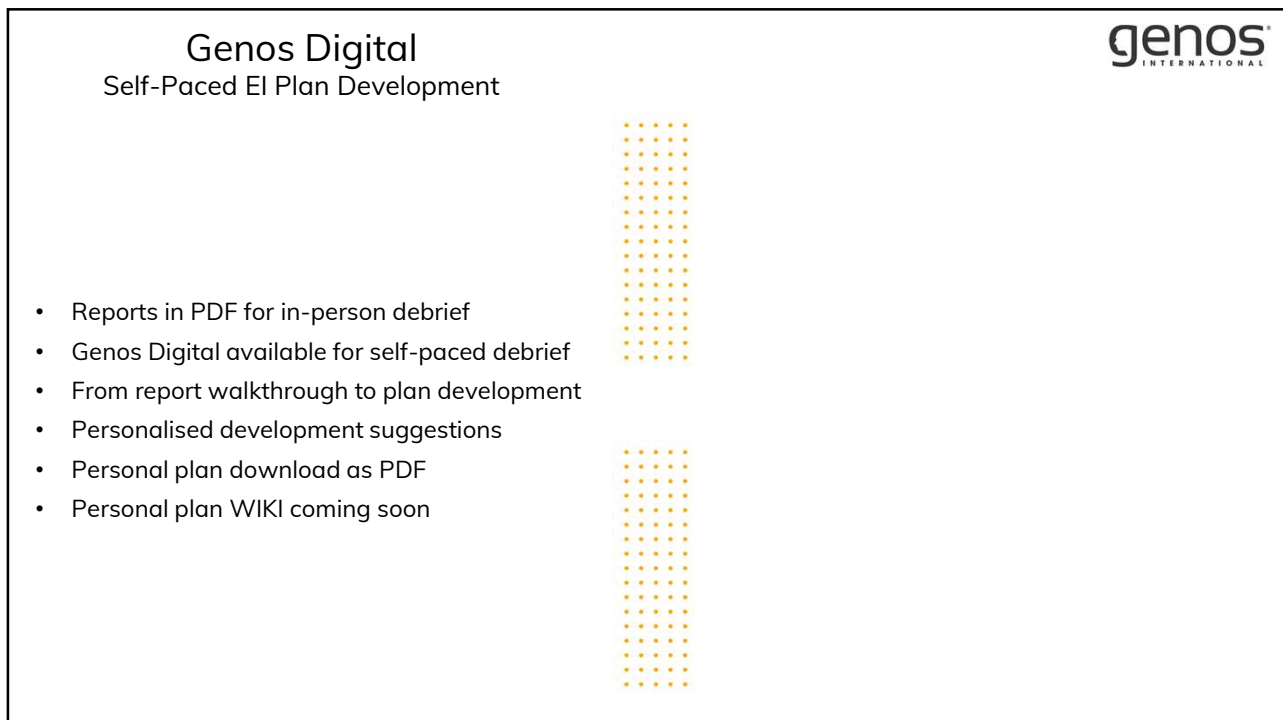


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Genos Digital

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Self-Paced EI Plan Development

- Reports in PDF for in-person debrief
- Genos Digital available for self-paced debrief
- From report walkthrough to plan development
- Personalised development suggestions
- Personal plan download as PDF
- Personal plan WIKI coming soon

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## Genos Digital Self-Paced EI Plan Development

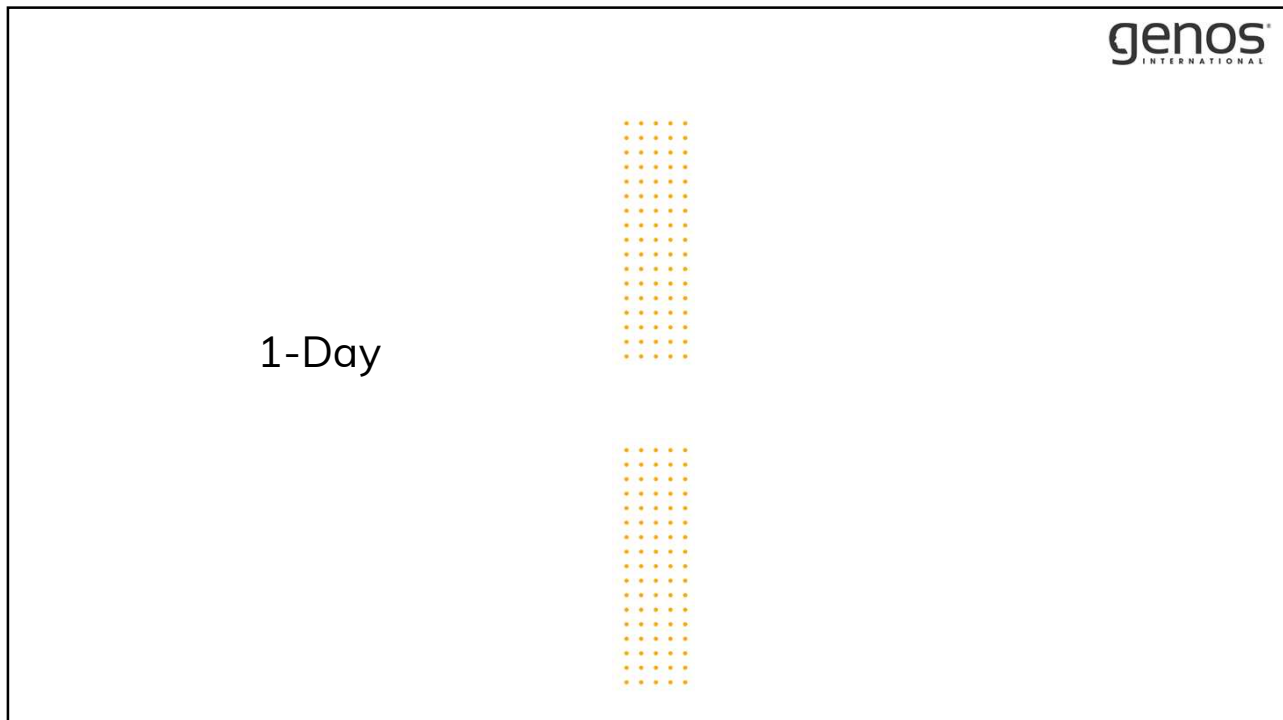


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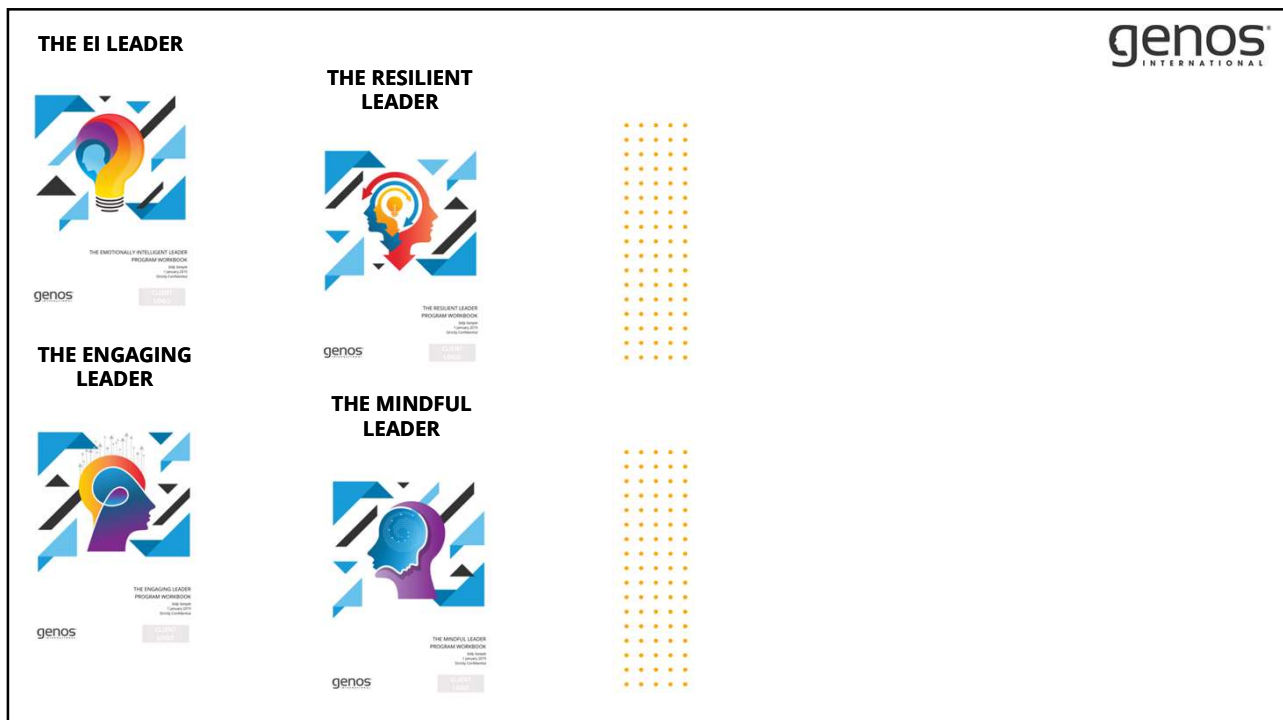
## 'Ready to Use' Development Programs




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**THE LADDER OF INFERENCE**

The ladder of inference is a model that describes how we move from the world of experience (data) to our conclusions (beliefs) through various filters (assumptions, beliefs, values, etc.). It is a process that can be used to understand how we think and how we communicate.

**PROACTIVE STRATEGIES**


These strategies are designed to help you move from the world of experience to the world of conclusions through various filters. They are proactive because they are designed to help you move from the world of experience to the world of conclusions through various filters.

**CREATING THE SPACE**


Creating the space is a process that involves creating a safe and supportive environment for people to share their thoughts and feelings. It is a process that involves creating a safe and supportive environment for people to share their thoughts and feelings.

**RESULTS SUMMARY**


The results summary is a table that provides a summary of the results of the various strategies. It is a table that provides a summary of the results of the various strategies.



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## >1-Day / 4-6 Virtual Sessions




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# Ready-to-Use Programs

## Emotional Intelligence






### Leading with Emotional Intelligence

Designed specifically for people leaders, Leading with EI is built upon critical emotional intelligence behaviours and social neuroscience, designed to boost essential leadership skills.

Leaders will learn to improve how they connect, communicate, and influence others, and enhance leadership ability, personal relationships and well-being.

[Learn More](#)



### Applied Emotional Intelligence

Boost your workplace emotional intelligence with Applied EI. This program is designed to help employees at all levels be more self-aware, empathetic and resilient. Applied EI is built on emotional intelligence and social neuroscience, and helps to create well-equipped teams of tomorrow.


The program covers the six core competencies of the Genos Emotional Intelligence model. Participants will gain the ability to manage their emotions intelligently to enhance their decisions, behaviour and performance.


[Learn More](#)

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# Ready-to-Use Programs

## Wellbeing






### The Science of Wellbeing Program

#### Module 1


The science of enhancing wellbeing



### The Science of Wellbeing Program

#### Module 3

Improving wellbeing with thinking strategies




### The Science of Wellbeing Program

#### Module 2

Improving wellbeing with physical and environmental strategies

WORKBOOK




### The Science of Wellbeing Program

#### Module 4

Improving wellbeing with social strategies

WORKBOOK

Sally Sample



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## Ready-to-Use Programs

### Wellbeing

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#### NEW Leader as Coach

29 Nov - 8 Dec, 2021

Empower leaders with the mindset, skillset and toolset for holding emotionally intelligent coaching conversations. Train the Trainer course available to AU & NZ Genos Certified practitioners.

[Register Now](#)



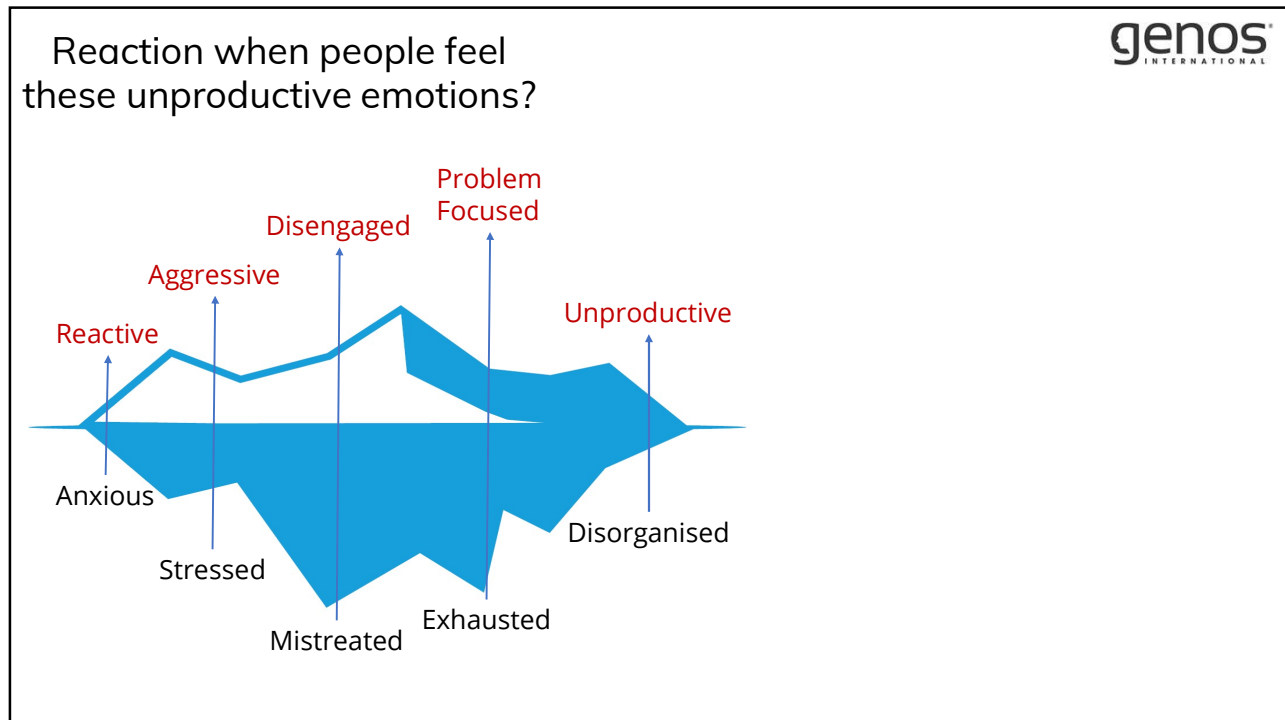
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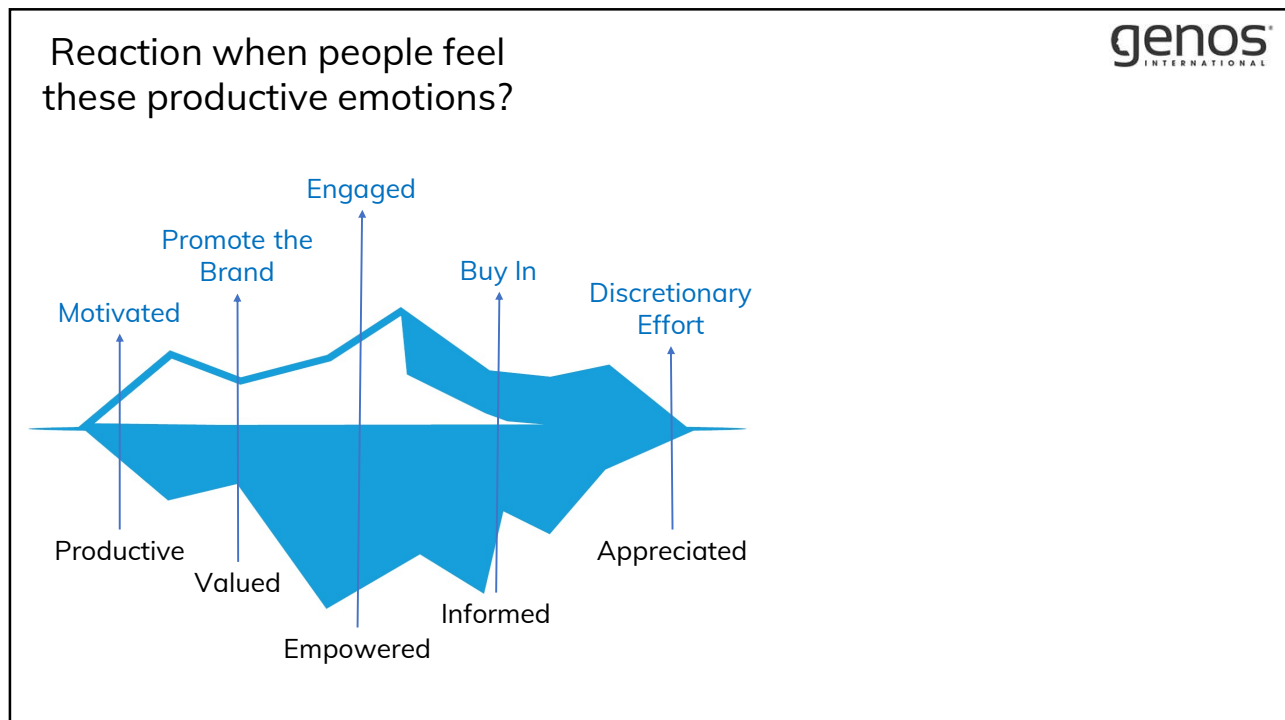
## Emotional Culture Index



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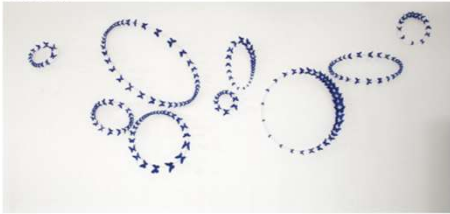


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Harvard Business Review





LEADERSHIP & MANAGING PEOPLE

## Manage Your Emotional Culture

by Sigal Barsade and Olivia A. O'Neill

FROM THE JANUARY-FEBRUARY 2016 ISSUE



**B**efore leaving work each day, employees at Ubiquity Retirement + Savings press a button in the lobby. They're not punching out—not in the traditional sense, anyway. They're actually registering their emotions. They have five buttons to choose from: a smiley face if they felt happy at work that day, a frowny face if they felt sad, and so on.

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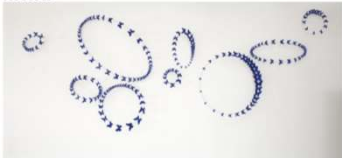
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- “Emotional culture influences employee satisfaction, burnout, teamwork ...financial performance and absenteeism”
- “Positive emotions are consistently associated with better performance, quality, and customer service”
- “Negative emotions usually lead to negative outcome, including poor performance and **high turnover**”

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Harvard Business Review



LEADERSHIP & MANAGING PEOPLE

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## Emotional Culture Index

Feeling

### Valued

A feeling that typically arises over time from others recognising the contribution you make and involving you in things other than those directly related to your role. For example, being given challenges to tackle, or being asked for your opinion on issues.

Reflecting back on the **last three months** at your workplace, please indicate:

1. **Current State** - How often you've felt this feeling at work;
2. **Expected State** - How often you think it's fair and reasonable to experience this feeling at work given the nature and context of your workplace, and

Reflecting back on the **last three months** at your workplace, please indicate:

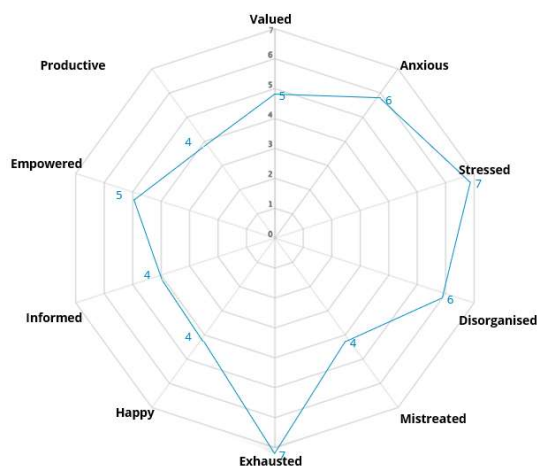
1. **Current State** - How often you've felt this feeling at work;
2. **Expected State** - How often you think it's fair and reasonable to experience this feeling at work given the nature and context of your workplace, and
3. **Ideal State** - Ideally how often you think you should experience this feeling in your workplace in order for you to be effective.

Ideal State:

Please choose an option

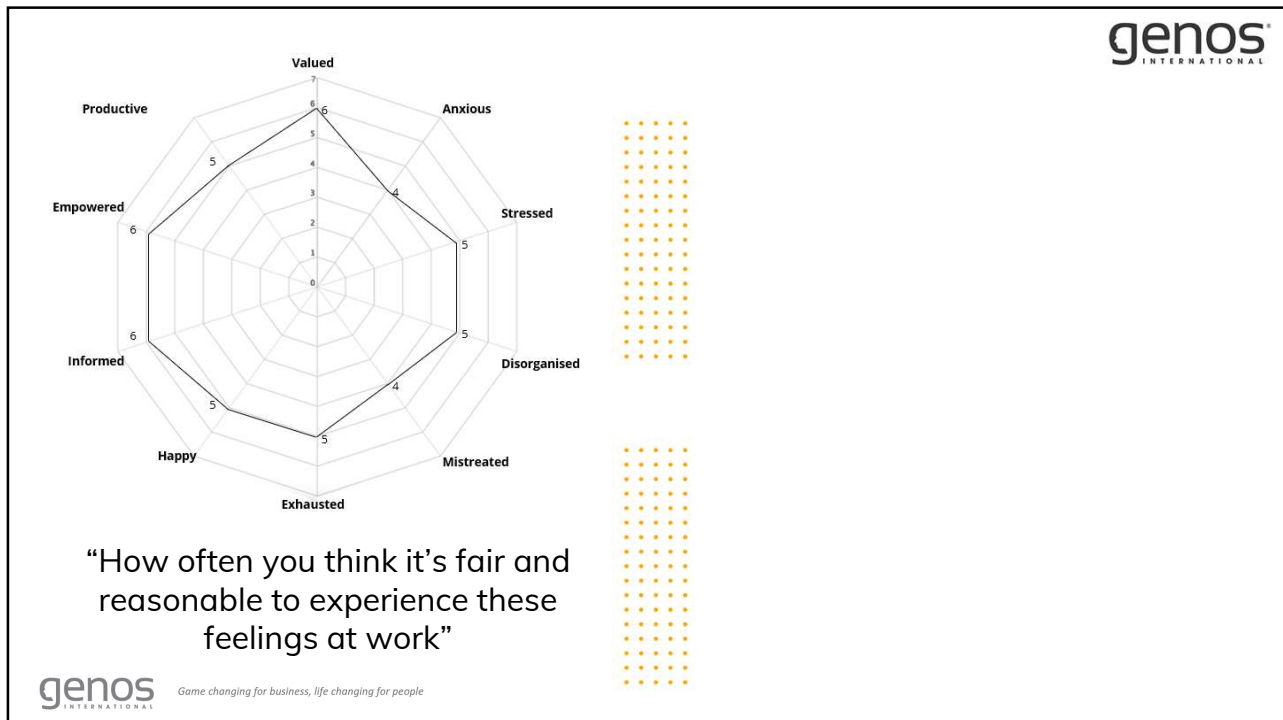


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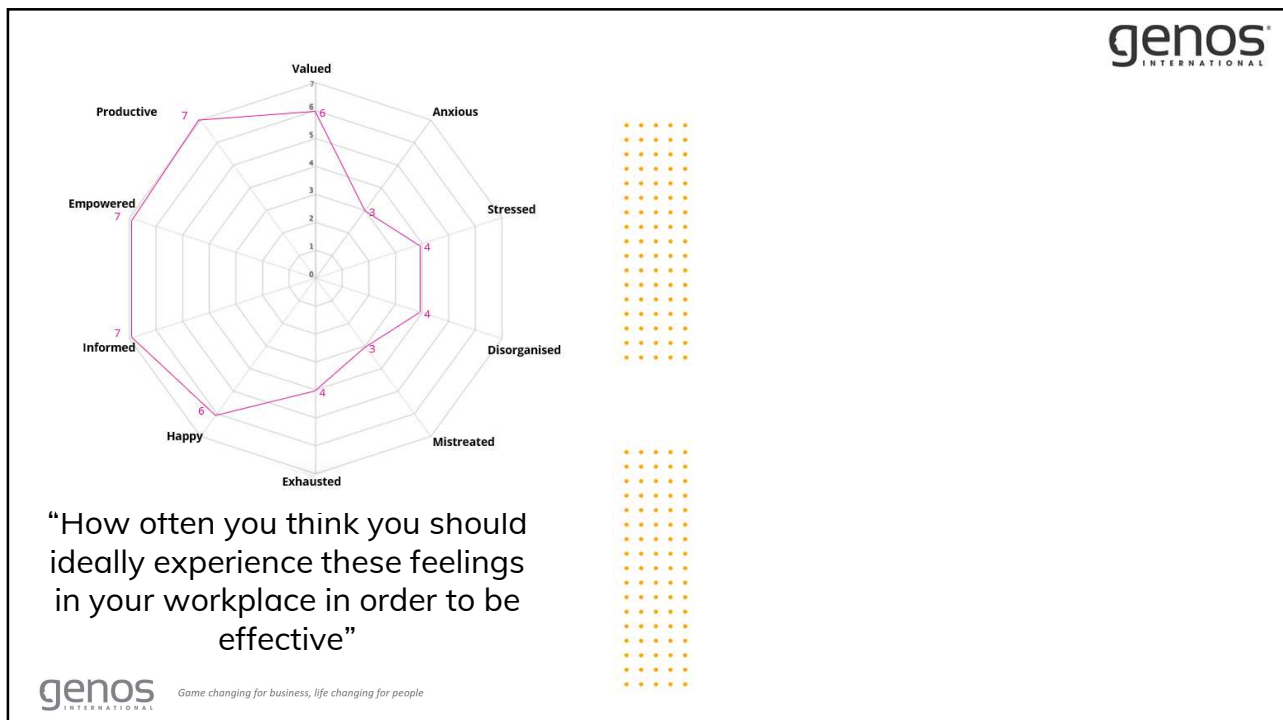


“How often you and your colleagues experience these feelings at work”

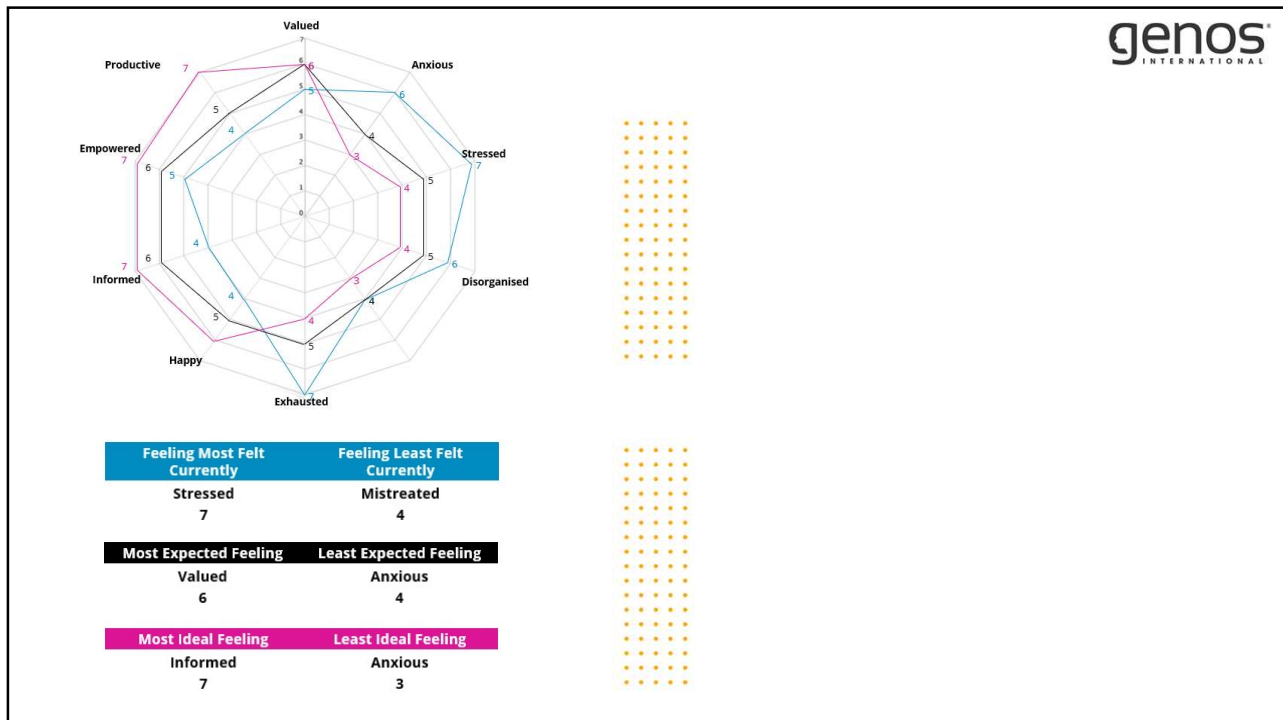
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### FREETEXT RESPONSES – UNHELPFUL

Which feeling has been most unhelpful to your experience at work?

Write this feeling below and tell us a little about the types of things that cause you to experience this feeling at work.

Exhausted. Because not everyone has come back to the office, it feels like those of us who have made the effort are being penalized by having to pick up the slack. I know it's unintentional – but it is the reality.

Stressed - work load is too great, there are too many competing deadlines, as we start to get things back on track. Someone needs to prioritise so we don't get burned out.

Informed - Sometimes there is a feeling that there are certain things that have always been done that way in other departments without actually telling anyone, can be frustrating

Not feeling 'productive'. I like to keep busy and don't really know where I should be focused. What's most important to focus on today?

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## FREETEXT RESPONSES – HELPFUL

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Which feeling has been least helpful to your experience at work?

Write this feeling below and tell us a little about the types of things that cause you to experience this feeling at work.

*Appreciated. It is nice when people recognise your contribution. My manager really gets it – she understands how fragile the team is with the nervousness around getting back to 'normal'.*

*Valued. Since we've come back I really feel so much more valued than at any other time before. Emails and conversations with senior managers, congratulating the team on getting through and working together on challenging events.*

*Empowered – knowing that I have the option of combining working from home with working from the office makes me feel so much more valued – it's really useful to have the flexibility as my partner is also getting back into his office*

*Appreciated. I feel that experiencing appreciation at work has been the most helpful, at times a small word or gesture of appreciation can be enough to keep me going through a particularly tough period or situation.*

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## Genos Emotional Culture Index

Unique Emotional Culture Measurement

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- Certified Practitioners have FREE access
- Run as many as you like – completely unlimited
- Great tool for consultancy projects
- Excellent 'door opener'

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Dashboard Groups Clients Digital Surveys Think Task A Search Desktop McGraw + Language: EN

### Your Active Groups

ID	Group Name	Client	Status	Start Date	End Date	Report Status	Bounces
13695	Think Task Aggregate	Genos EU Demo	Active	2021-11-10 9:00am	2021-11-30 5:00pm	0 / 0	
13678	ICF Psych Safety Event	Genos EU Demo	Active	2021-11-09 9:00am	2021-11-29 5:00pm	0 / 1	
13629	Airtus Helicopters	Genos EU Demo	Active	2021-11-05 9:00am	2021-11-25 5:00pm	1 / 1	
13616	Koima - Demo of ECI	Genos EU Demo	Active	2021-11-04 9:00am	2021-12-06 5:00pm	0 / 0	
13633	Return to Work Masterclass	Genos EU Demo	Active	2021-10-27 8:00am	2021-11-16 4:00pm	0 / 0	
13705	Arabic test	Genos EU Demo	Complete	2021-10-14 8:00am	2021-11-03 4:00pm	0 / 1	
13644	OMERS HR (Demo)	OMERS	Active	2021-09-29 8:00am	2021-11-12 4:00pm	0 / 0	

### Your Tasks

Task Name	Status	Action
The Science of Wellbeing Workbook 1 The science of enhancing wellbeing	Active	<a href="#">Continue</a>
The Science of Wellbeing Workbook 2 Improving wellbeing with physical and environmental strategies	Active	<a href="#">Continue</a>

### Your Tasks

Task Name	Status	Action
The Science of Wellbeing Workbook 1 The science of enhancing wellbeing	Active	<a href="#">Continue</a>
The Science of Wellbeing Workbook 2 Improving wellbeing with physical and environmental strategies	Active	<a href="#">Continue</a>
The Science of Wellbeing Workbook 3 Improving wellbeing with thinking strategies	Active	<a href="#">Continue</a>
The Science of Wellbeing Workbook 4 Improving wellbeing with social strategies	Active	<a href="#">Continue</a>

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