

1

---

---

---

---

---

---

---

## Module 6 – Learning Outcomes

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

- ▣ Be aware of the various Genos Group Reports
- ▣ Describe similarities and differences between Genos and other EI assessments in the market
- ▣ Understand the similarities & difference between Genos EI Selection Assessment Report and other Genos assessments
- ▣ Understand the Emotional Culture Index
- ▣ Be aware of available development programs

genos

2

---

---

---

---

---

---

---

## Group Reports

- ▣ Consultant Summary Report
- ▣ Group Report
- ▣ Group Comparison Report

genos

3

---

---

---

---

---

---

---

## Consultant Summary Report



**LEADERSHIP GROUP**  
1 JANUARY 2018  
DIRECTOR OPERATIONAL

Your Logo Here

**Sally Sample**

**Self-Reflections**

	1	2	3	4	5
1. I understand my impact on others' behaviour and on others.	1	2	3	4	5
2. I am aware of their strengths and limitations.	1	2	3	4	5
3. I ask others for feedback on their leadership.	1	2	3	4	5
4. I regularly offer feedback to others on their leadership.	1	2	3	4	5
5. I am consistent in what they say and do.	1	2	3	4	5
6. I behave in a way that is consistent with how they expect others to behave.	1	2	3	4	5
7. I demonstrate awareness of their intent and positions.	1	2	3	4	5

**Awareness Of Others**

	1	2	3	4	5
1. I understand the experience.	1	2	3	4	5
2. I adjust their rights so that it fits with others.	1	2	3	4	5
3. I behave when someone needs support and respond effectively.	1	2	3	4	5
4. I accurately view situations from the perspective of others.	1	2	3	4	5
5. I acknowledge the value and opinion of others.	1	2	3	4	5
6. I acknowledge and respond to requests from others.	1	2	3	4	5
7. I behave following results with others' needs.	1	2	3	4	5

4

---

---

---

---

---

---


---

---

---

---

## Group Report



**LEADERSHIP SURVEY GROUP REPORT**  
Sample Leadership Group  
9 July 2018

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

5

---

---

---

---

---

---

---

---

---

---

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

**#** **Familiarity with you** **Consistency of responses**

Raters **119** Low High Low High

**FAMILIARITY**

**THIS MEANS THAT RATERS...**

**LOW** Have little contact with you and are unfamiliar with your leadership behaviours

**MEDIUM** Have some contact with you and are familiar with your leadership behaviours

**HIGH** Are highly familiar with your leadership behaviours

**SO SCORES FROM THIS CATEGORY ARE...**

Valuable and should not be discarded. However, interpret these scores with caution.

Meaningful. Identify actions to take on the basis of your results however validate these actions with your raters before implementation.

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:

- You display different behaviour to individual raters
- Raters may be using different aspects of your behaviour, or
- Different situations, relationships or environments had an impact on their responses.

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.

6

---

---

---

---

---

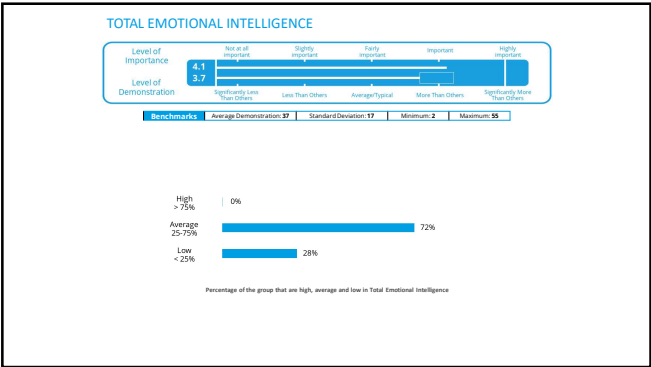
---

---

---

---

---



7

---

---

---

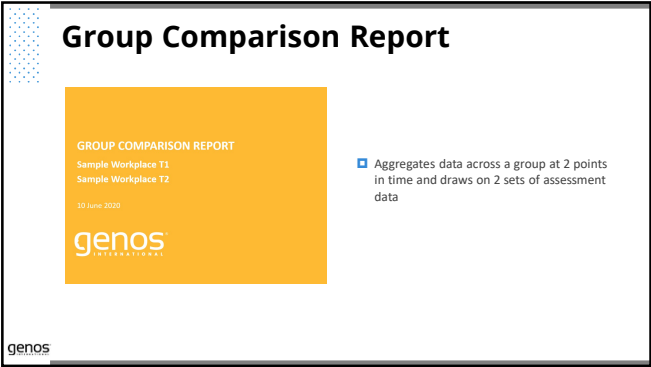
---

---

---

---

---



8

---

---

---

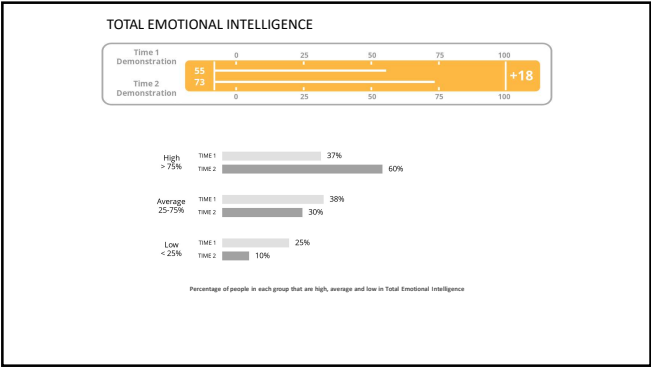
---

---

---

---

---



9

---

---

---

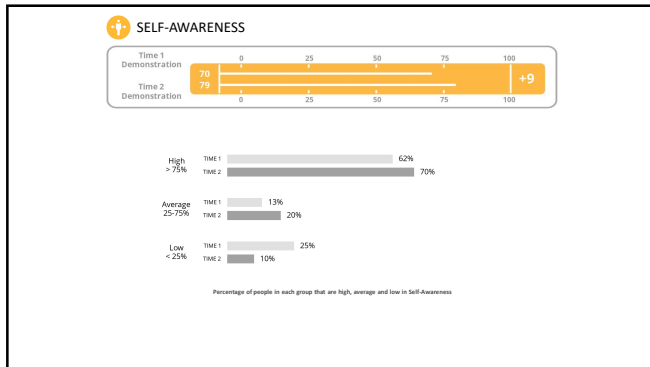
---

---

---

---

---



10

---

---

---

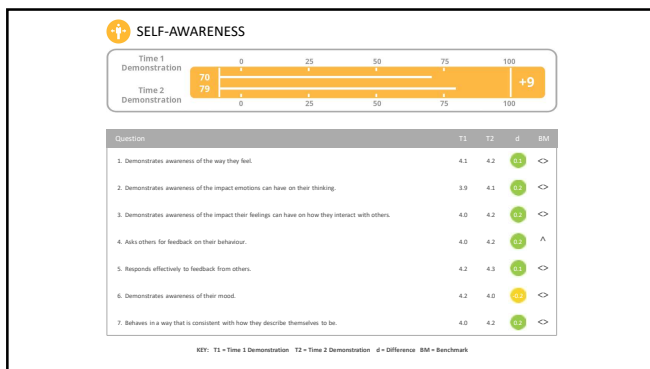
---

---

---

---

---



11

---

---

---

---

---

---

---

---

## Other Models and Measures of EI

27

genos

Other models: Other Models:  
Slide: Samples

12

---

---

---

---

---

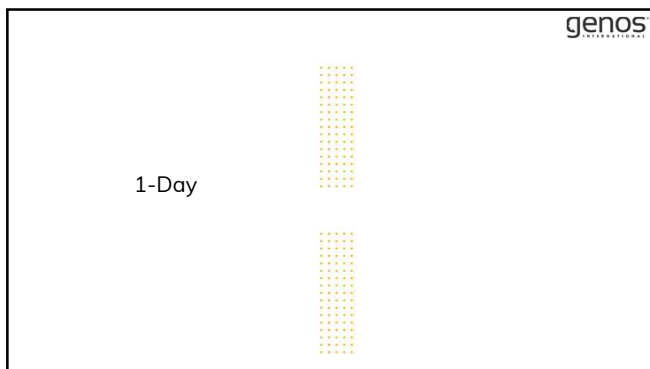
---

---

---



13

[illegible]

14

[illegible]

15

---


---

---

---

---

---



### THE LAYER OF POTENTIAL

Genos International is a leading provider of emotional intelligence training and assessment solutions for individuals and organizations. Our programs are designed to help people develop their emotional intelligence skills and improve their performance in the workplace.

#### PROACTIVE CERTIFICATES

Genos International offers a range of proactive certificates to help individuals and organizations develop their emotional intelligence skills. These certificates are designed to provide a structured and comprehensive approach to emotional intelligence training.

#### ASSESSING THE SPACE

Genos International offers a range of assessment tools to help individuals and organizations assess their emotional intelligence skills. These tools are designed to provide a comprehensive and accurate assessment of emotional intelligence skills.

#### READY TO LEARN

Genos International offers a range of training programs to help individuals and organizations develop their emotional intelligence skills. These programs are designed to provide a structured and comprehensive approach to emotional intelligence training.

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
---	---	---	---	---	---	---	---	---	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	-----

---

---

---

---

---

---

---

---

16



>1-Day / 4-6  
Virtual Sessions

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
---	---	---	---	---	---	---	---	---	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	-----

---

---

---

---

---


---


---

---

17

### Ready-to-Use Programs Emotional Intelligence






#### Leading with Emotional Intelligence

Designed specifically for people leaders, Leading with EI is built upon critical emotional intelligence techniques and skills, including, but not limited to, self-awareness, self-regulation, social skills, and relationship management.

Leaders will learn to regulate how they connect, communicate, and collaborate, and how to enhance leadership ability, personal relationships and work being.

[Learn More](#)



#### Applied Emotional Intelligence

Boost your workplace emotional intelligence with Applied EI. This program is designed to help employees of all levels for more self-awareness, empathy and resilience. Applied EI is built on emotional intelligence and social-emotional learning, and helps to create a more resilient and productive workforce.

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, behavior and performance.

[Learn More](#)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
---	---	---	---	---	---	---	---	---	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	-----

---

---

---

---

---

---

---

---

18

Ready-to-Use Programs

Wellbeing

genos

20 Nov - 18 Dec 2021

Register Now

19

---

---

---

---

---

---

---

---

Ready-to-Use Programs

Wellbeing

genos

NEW Leader as Coach

20 Nov - 18 Dec 2021

Register Now

20

---

---

---

---

---

---

---

---

Selection Report

genos

SELECTION

EMOTIONAL INTELLIGENCE

REPORT

Tim Candidate

1 January 2020

Strictly Confidential

YOUR LOGO HERE

21

---

---

---

---

---

---

---

---

## Genos EI Selection Assessment



22

---

---

---

---

---

---

---

---

## 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

23

---

---

---

---

---

---

---

---

## 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



24

---

---

---

---

---

---

---

---



25

---

---

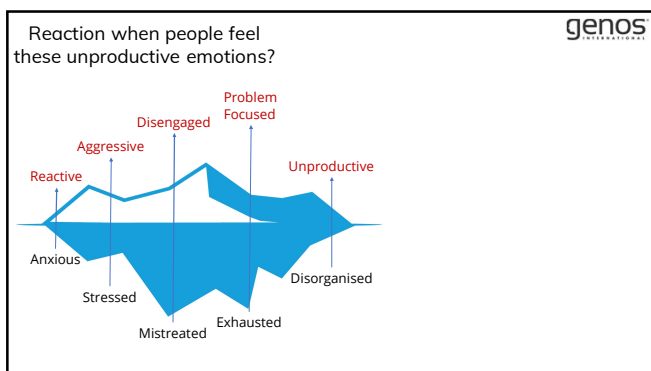
---

---

---

---

---



26

---

---

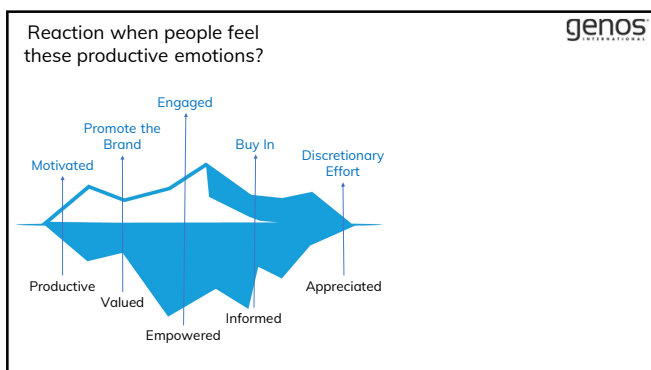
---

---

---

---

---



27

---

---

---

---

---

---

---





31

---

---

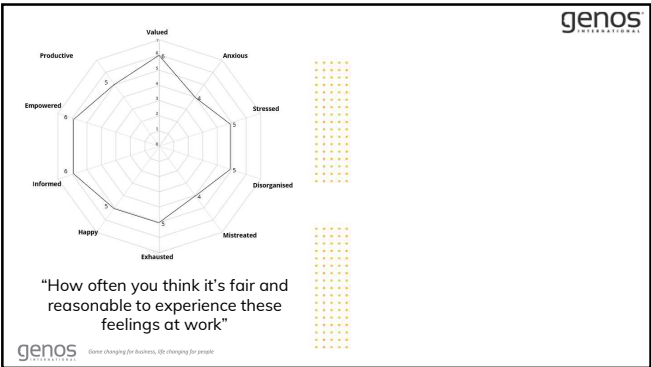
---

---

---

---

---



32

---

---

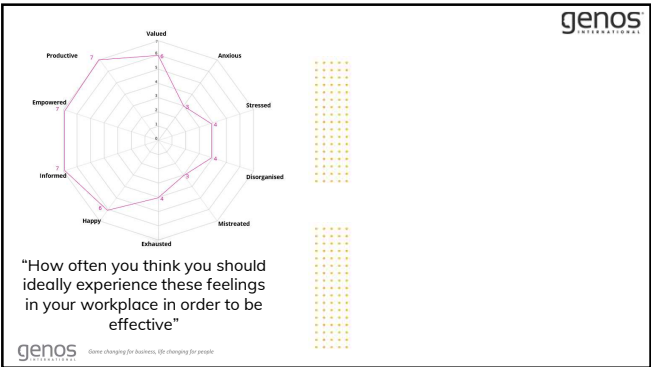
---

---

---

---

---



33

---

---

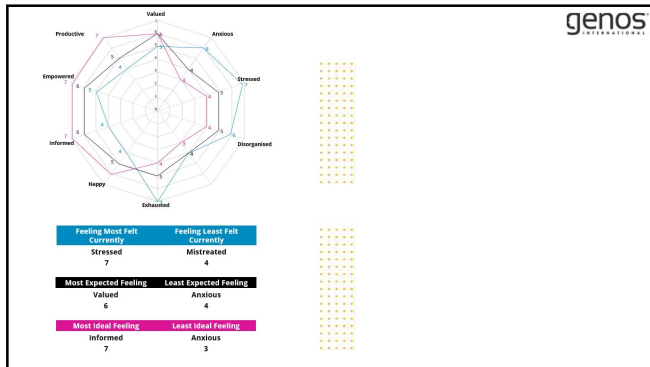
---

---

---

---

---



34

---

---

---

---

---

---

---

---

**genos**  
INTERNATIONAL

**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?

35

---

---

---

---

---

---

---

---

**genos**  
INTERNATIONAL

**FREETEXT RESPONSES – HELPFUL**

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.

36

---

---

---

---

---

---

---

---





40

---

---

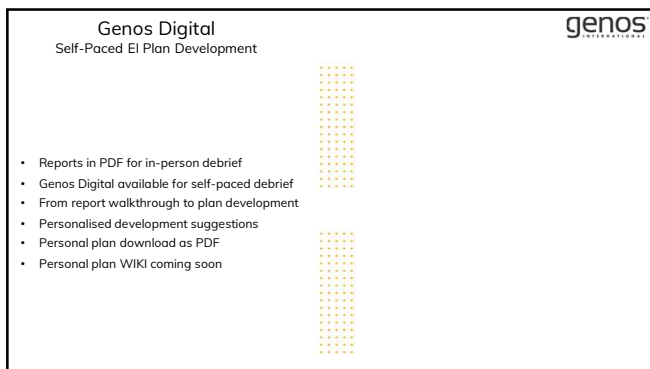
---

---

---

---

---



41

---

---

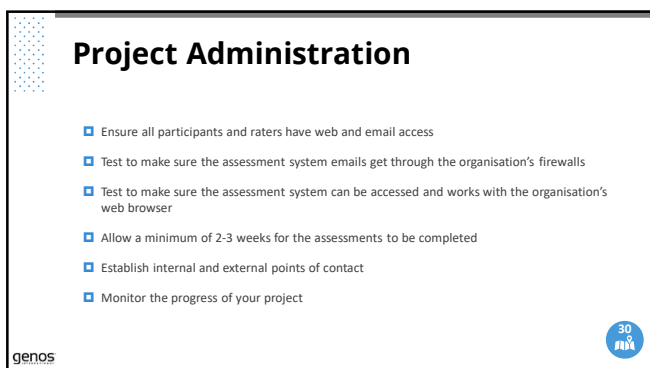
---

---

---

---

---



42

---

---

---

---

---

---

---

## Completing your Certification

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



genos

31

43

---

---

---

---

---

---

---

---

## 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



genos

32

44

---

---

---

---

---

---

---

---

## 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

genos

33

45

---

---

---

---

---

---

---

---

## Questions



genos

46

---

---

---

---

---

---

---

## Optional Debrief Practice Session

January 26<sup>th</sup>, 3pm – 5:30pm GMT

genos

47

---

---

---

---

---

---

---

## Wrap Up



genos

48

---

---

---

---

---

---

---



49

---

---

---

---

---

---

---