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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

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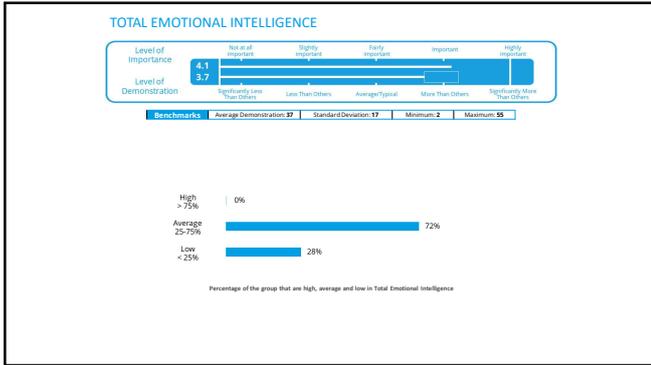
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Group Reports

- Consultant Summary Report
- Group Report
- Group Comparison Report

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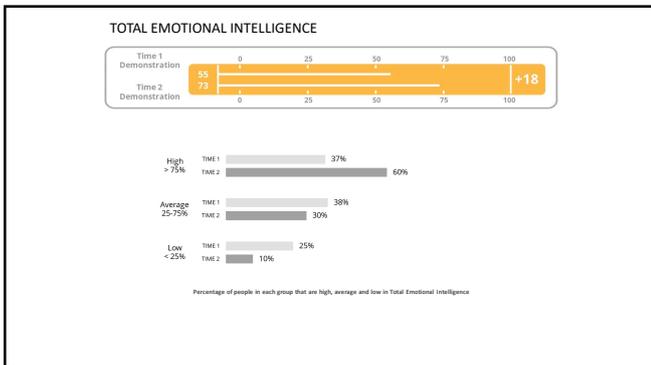
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Group Comparison Report

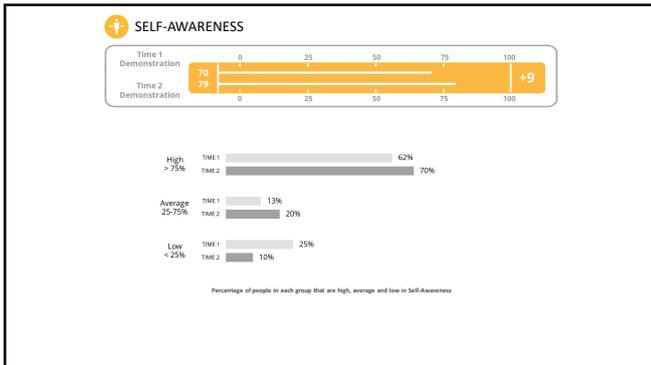
GROUP COMPARISON REPORT
Sample Workplace T1
Sample Workplace T2
10 June 2020
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- Aggregates data across a group at 2 points in time and draws on 2 sets of assessment data

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SELF-AWARENESS

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

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

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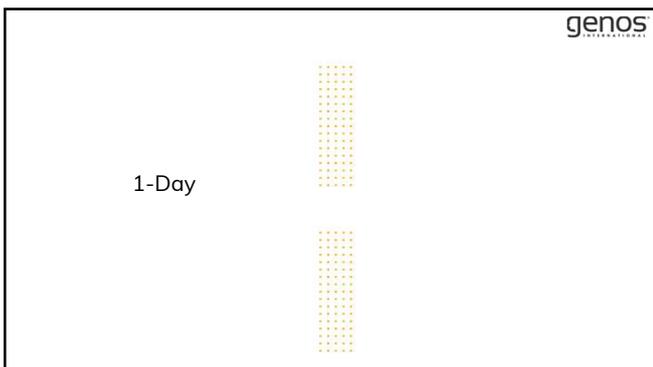
Other Models and Measures of EI

genos 27 Other models: EQ 360, EQ Edge Consulting, EQ Feedback Report, MSCEIT. Slide: Other Models: EQ 360, EQ Edge Consulting, EQ Feedback Report, MSCEIT.

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LEADERSHIP

THE LADDER OF LEADERSHIP

PROVEN CURRICULUM

LEADING THE WAY

READY TO LEAD

Leadership is a skill that can be learned and developed. The Genos Leadership program is designed to help you build the skills you need to become an effective leader. The program is based on the science of leadership and is supported by research from leading experts in the field. The program is designed to be flexible and can be delivered in a variety of ways, including in-person, virtual, and blended. The program is designed to be practical and applicable to your work. The program is designed to be engaging and interactive. The program is designed to be fun and enjoyable. The program is designed to be a valuable investment in your future.

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LEADERSHIP

>1-Day / 4-6 Virtual Sessions

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EMOTIONAL INTELLIGENCE

Ready-to-Use Programs Emotional Intelligence

Leading with Emotional Intelligence

Designed specifically for people leaders, Leading with EI is built upon critical emotional intelligence competencies and skills. Leaders will learn to regulate their own emotions, communicate, and collaborate, and to influence leadership ability, personal relationships and work being.

Applied Emotional Intelligence

Boost your workplace emotional intelligence with Applied EI. This program is designed to help employees of all levels for more self-aware, empathetic and resilient. Applied EI is built on emotional intelligence competencies and skills, and helps to increase the organization's success.

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

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Ready-to-Use Programs
Wellbeing




Module 1
The Science of Wellbeing Program
The science of advancing wellbeing



Module 2
The Science of Wellbeing Program
Improving wellbeing with learning strategies



Module 3
The Science of Wellbeing Program
Empowering wellbeing with digital and environmental strategies



Module 4
The Science of Wellbeing Program
Improving wellbeing with social strategies



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Ready-to-Use Programs
Wellbeing




NEW Leader as Coach
23 Nov - 22 Dec 2021
Empower leaders with the mindset, skillset and toolset for holding emotionally intelligent coaching conversations. Train the Trainer course available for HR & Genos Certified practitioners.

[Register Now](#)



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Selection Report




SELECTION
EMOTIONAL INTELLIGENCE
REPORT
Tim Conditone
1 January 2020
Strictly Confidential

YOUR LOGO
HERE



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Genos EI Selection Assessment

UNPRODUCTIVE STATES	CORE EMOTIONAL INTELLIGENCE COMPETENCIES	PRODUCTIVE STATES
DISCONNECTED	SELF-AWARENESS	PRESENT
INSENSITIVE	AWAWARENESS OF OTHERS	EMPATHETIC
GUARDED	EMOTIONAL EXPRESSION	AUTHENTIC
LIMITED	EMOTIONAL REASONING	EXPANSIVE
TEMPERAMENTAL	SELF-MANAGEMENT	RESILIENT
INDIFFERENT	MANAGEMENT OF OTHERS	EMPOWERING
REACTIVE	SELF-CONTROL	CENTERED

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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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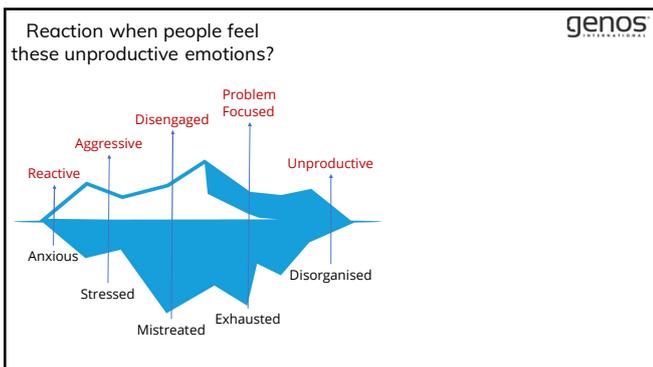
Selection Report

- 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

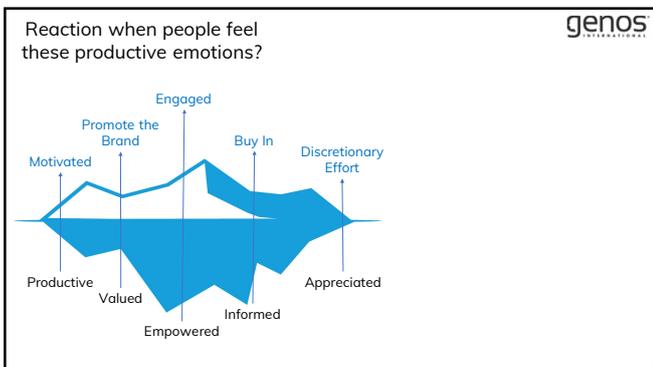
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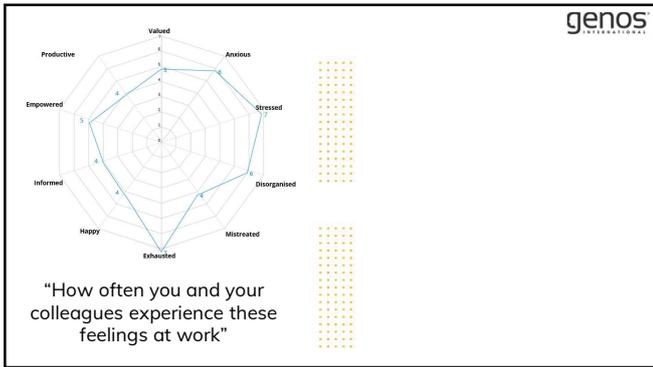
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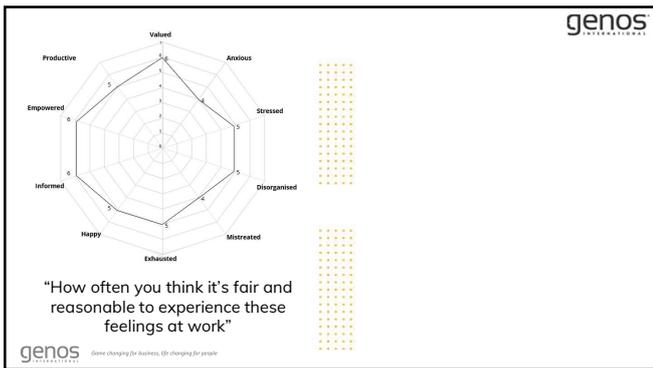
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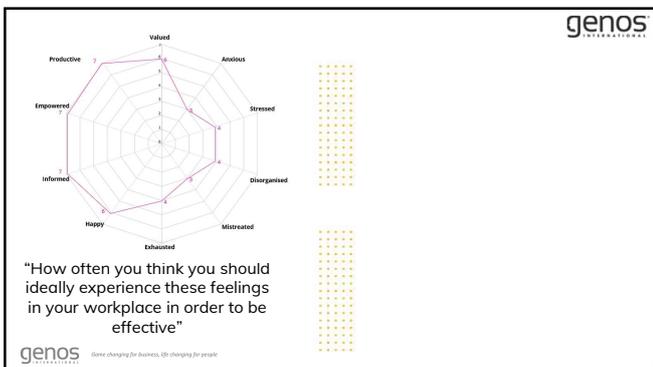
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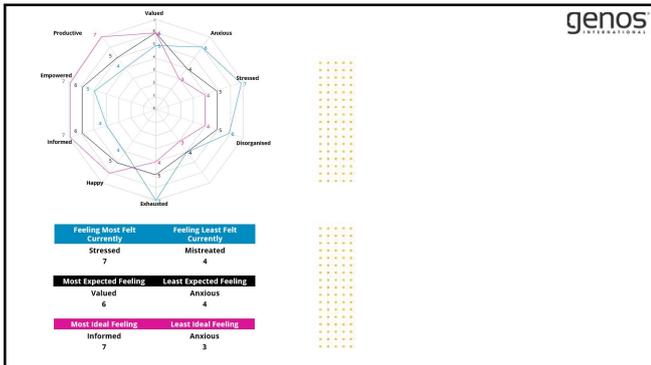
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FREETEXT RESPONSES – UNHELPFUL

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

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



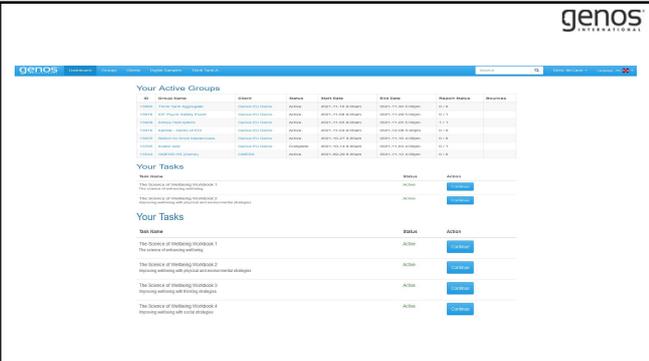

- Certified Practitioners have FREE access
- Run as many as you like – completely unlimited
- Great tool for consultancy projects
- Excellent 'door opener'

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Genos Surveys




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GENOS Dashboard | Groups | Reports | My Groups | My Tasks | My Profile | My Settings | My Account | My Help

Your Active Groups

ID	Group Name	Status	Admin	Start Date	End Date	Response Rate	Response
10001	Group 1	Active	Admin	2020-01-01	2020-01-31	85%	
10002	Group 2	Active	Admin	2020-01-01	2020-01-31	78%	
10003	Group 3	Active	Admin	2020-01-01	2020-01-31	92%	
10004	Group 4	Active	Admin	2020-01-01	2020-01-31	88%	
10005	Group 5	Active	Admin	2020-01-01	2020-01-31	80%	
10006	Group 6	Completed	Admin	2020-01-01	2020-01-31	95%	
10007	Group 7	Active	Admin	2020-01-01	2020-01-31	82%	

Your Tasks

Task Name	Status	Action
The Science of Emotions Workbook 1	Active	View
The Science of Emotions Workbook 2	Active	View
The Science of Emotions Workbook 3	Active	View
The Science of Emotions Workbook 4	Active	View

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Genos Digital



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Genos Digital
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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Project Administration

- Ensure all participants and raters have web and email access
- Test to make sure the assessment system emails get through the organisation's firewalls
- Test to make sure the assessment system can be accessed and works with the organisation's web browser
- Allow a minimum of 2-3 weeks for the assessments to be completed
- Establish internal and external points of contact
- Monitor the progress of your project

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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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Optional Debrief Practice Session

January 26th, 3pm – 5:30pm GMT

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Wrap Up



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