

# Emotional Intelligence Assessments

Exceptional Assessments, Designed by PHD Level Psychometricians,  
Used by large and small organizations everyday.



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# GENOS

## Emotional Intelligence Selection Tool



Hiring for success and sustainability? Then it is time to add the missing factor of using emotional intelligence assessment in your hiring process. The GENOS Selection tool is a qualitative as well as quantitative EI assessment tool that would give you the third leg in your hiring decision.

- Presents the results of a Genos Emotional Intelligence assessment that asked the candidate to rate how frequently they demonstrate emotionally intelligent workplace behavior.
- Shows the results of the candidate on the seven key emotional intelligence competencies.
- Presents the behaviors of emotional intelligence the candidate reports they demonstrate the least frequently along with socially desirable responding results.
- Recommends you interview questions designed to help you further validate scores.
- A summary section to help you combine assessment and interview results and present a recommendation.



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# Emotionally Intelligent Workplace Behaviour Self Report



This assessment is designed for **introductory workshops, conferences or front-line employees.**

This individual assessment report presents how well an individual believes they demonstrate emotionally intelligent workplace behaviour, and how important they believe it is to do so.

Contains: Self-Assessment Results



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# 180° Emotionally Intelligent Workplace Behaviour Feedback Report



This assessment is designed for **introductory workshops, conferences or front-line employees as well as leaders.**

This report presents how well an individual demonstrates emotionally intelligent workplace behaviour, how important it is to colleagues that they do so, and qualitative comments from raters.

Contains: Feedback from Colleagues  
Optional Self-Assessment



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# 360° Emotionally Intelligent Workplace Behaviour Feedback Report



This assessment is designed for **supervisors, managers, and leaders**. Anyone in the organization who manages and /or leads a team of people.

This report presents how well an individual demonstrates emotionally intelligent workplace behaviour, how important it is to colleagues that they do so, and qualitative comments from raters. Customisable rater categories are used to suit the vernacular your people are familiar with.

Contains: Self-Assessment Results and Feedback from Multiple Rater Levels

## Key Features of the Assessment

- Interpretation of results is engaging and readily accessible with our beautifully presented reports.
- Benchmarked results provide a comparison with others self-assessed results and the report outlines the type of behaviours associated with being emotionally intelligent in the workplace.
- Raters provide free text responses for each competency assessed. These are captured in the Feedback Report and help understand the context behind rater responses to assessment questions.
- A traffic light methodology highlights areas of potential strength and development.
- Housed in a modern, responsive, online survey system. Raters can complete on their phone, tablet, PC or Mac, anywhere, at any time. The simple and secure administration platform makes it easy to set up survey groups, monitor survey progress and download finished reports.



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# Which Emotional Intelligence assessment should I use?

By Ruby Manalac

For all HR practitioners, EI practitioners and consultants. Here are simple ways by which you can identify which GENOS Emotional Intelligence Assessment to use and for which demographic within the organization:

1. **GENOS EI Selection Tool** - This tool is mainly used for selection or hiring and can also be used for promotion from rank and file/supervisory/ managerial and executive positions.
2. **GENOS EI Self/Developmental Assessment** - This tool is mainly used to develop and manage hi-potential people within your organization from rank and file/supervisory and managerial positions. This will focus on how sees oneself in terms of emotionally intelligent behaviors.
3. **GENOS EI 180 and 360 Developmental Assessment** - This tool is mainly used to develop and manage people within the organization managing other people. This means supervisors/managers/leaders and executives. These tools will look at responses on how one sees oneself and how others sees the rate in terms of emotionally intelligent behaviors.



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