

EMOTIES DRIJVEN MENSEN, MENSEN DRIJVEN PERFORMANTIE



EQ? EI?



Kader



Emotionele Intelligentie is de capaciteit om het denken en gevoelens te 'blenden' zodat optimale beslissingen worden genomen en diepere relaties vorm krijgen.

Het is slimmer omgaan met gevoelens en emoties.

EQ is een set leerbare en meetbare vaardigheden om emotionele data te verzamelen en effectief te gebruiken.

Uitdagingen...

Wereld en maatschappij

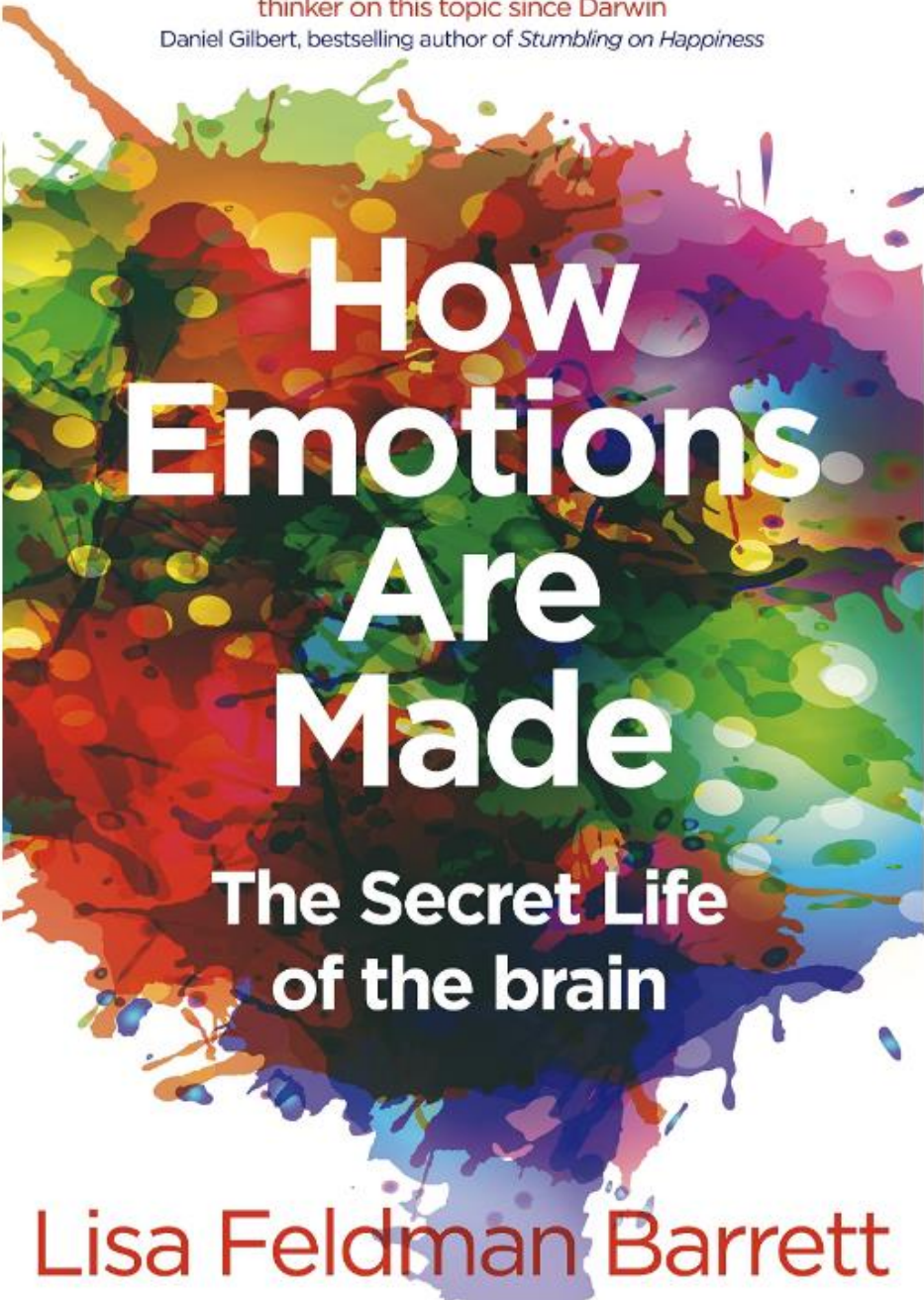
(Privé) Leven

Werk / Business

L&D



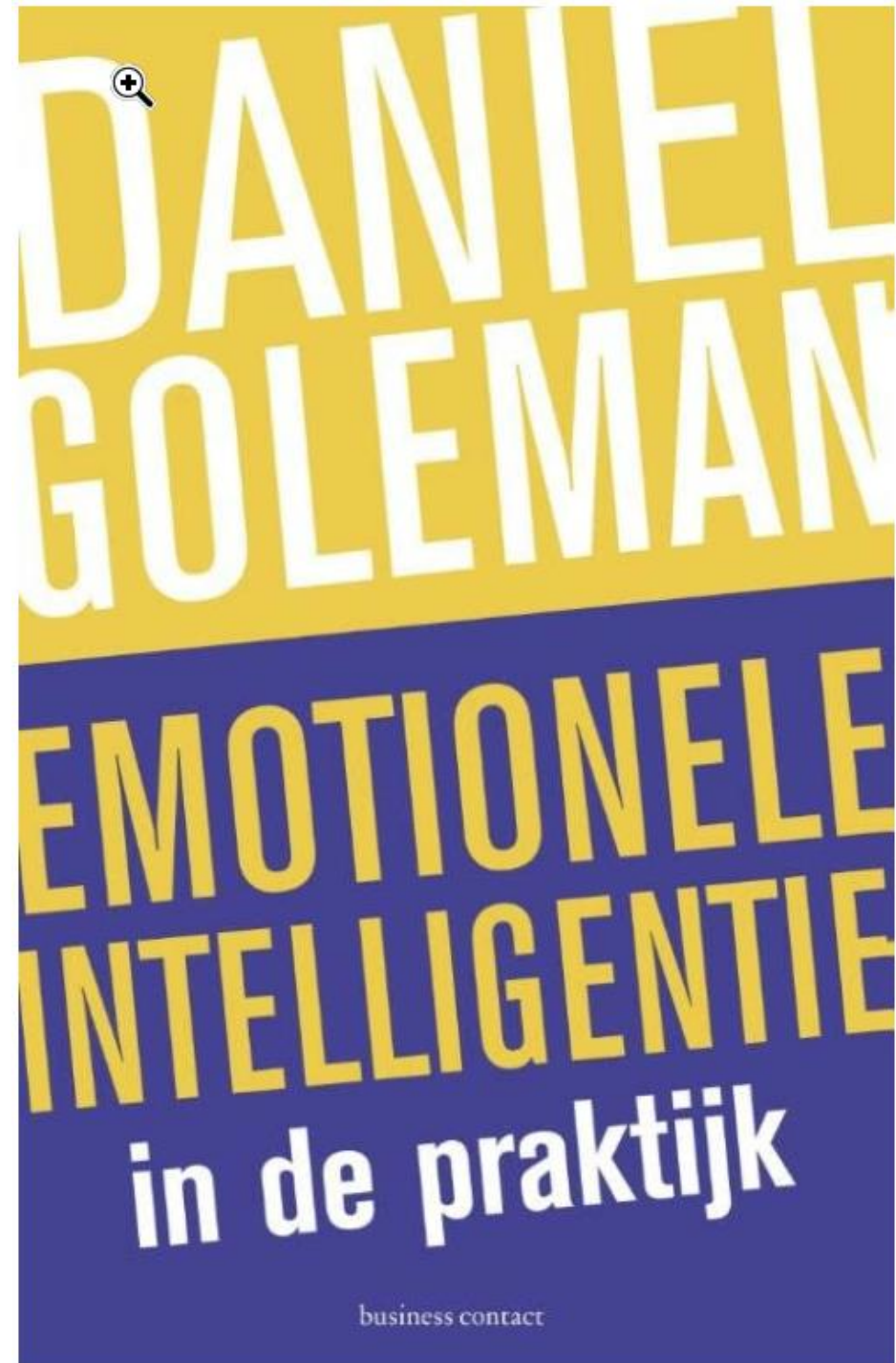
'Brilliant and Original . . . by the deepest
thinker on this topic since Darwin
Daniel Gilbert, bestselling author of *Stumbling on Happiness*



How Emotions Are Made

The Secret Life
of the brain

Lisa Feldman Barrett



Of zoals Jamie Dimon, President and CEO van JP Morgan het bondig omschreef:

"It's not only IQ that leads to success... EQ is more important: emotional intelligence, social skills, how you relate, can you get things done. That's what makes a difference, especially in (sales, change, people, ...) management."

Of Lynda Gratton, professor of management practice at London Business School and director of the school's Human Resource Strategy in Transforming Companies program:
(World Economic Forum) (MIT)

"3 Barriers to developing soft skills: Schools are too much like factories, the Home is saturated with technology and stressful work reduces empathy"

Tools...



EQ assessments

EQ Team Dashboards

EQ Talent / Skills measurement

Trust Indicators

Vital Signs for teams / organizations

UEQ Start Surveys

Change Support & *Education*



Startpunt Ontdekken Ontgrendelen Introduceren

UEQ profile

Unlock your Emotional Intelligence

For : Sample Sample

Date : September 13, 2017

 sixseconds
THE EMOTIONAL INTELLIGENCE NETWORK

Life Success



Now

Your answers suggest you would like to make improvements in many areas of life. One of your strong areas is Effectiveness. You appear to be least satisfied with your Wellbeing. You reported that your performance outcomes are currently a bit out of balance (eg personal vs professional).

Future



Leveraging your EQ

Know Yourself

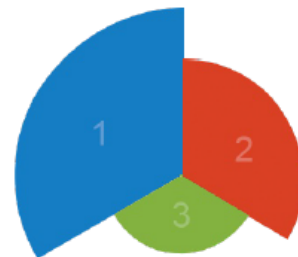
Your self awareness is your strongest asset. You prefer to start from the "what", look inside yourself and others to find powerful insights.

Choose Yourself

Your ability to pause and assess is another EQ resource. This can help you steer your choices intentionally.

Give Yourself

Your self direction doesn't necessarily drive your actions. It might be hard for you to think about long term goals & the impact on others.



Action steps



Slow down & notice your reactions. Can you name recurring reactions that help you get to your goals? Are there others that block you from getting what you want?



What part of your goals is exciting? What actions, and who, can help you build on that? To increase energy, focus on aspects of your goals that are most enticing.



If it's not clear WHY goals matter, it can drain your energy. What part of your goals can make the future brighter? Practice focusing on the long-term importance.

Emotioneel Intelligent Leiderschap

SEI EMOTIONAL INTELLIGENCE
ASSESSMENT

Measure & Develop Human Capacity

SEI LEADERSHIP REPORT

International Edition

Report prepared for Sample Report

On **November 20, 2015**

Emotioneel Intelligent Leiderschap

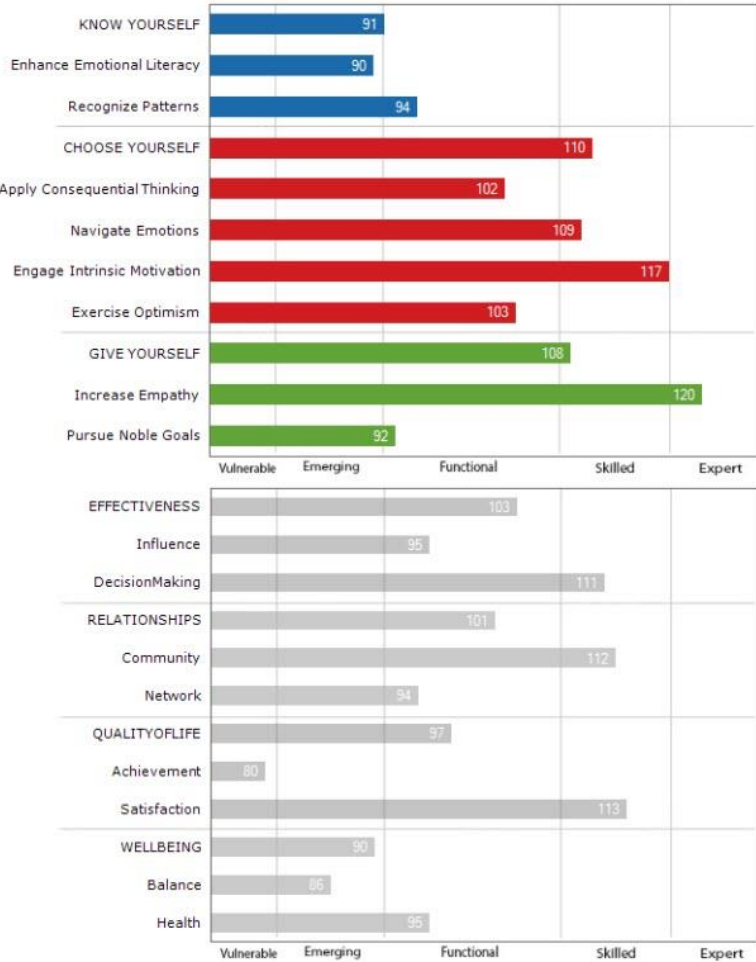


SEI DATA SHEET

INTERNATIONAL EDITION

CLIENT: Sean Sample (#1)
DATE: Sample
PROJECT: Sample

Only for Certified
EQ Assessors



Recent Mood: Anticipation
Intensity: Middle (Eager)
EQ Total Score: 104



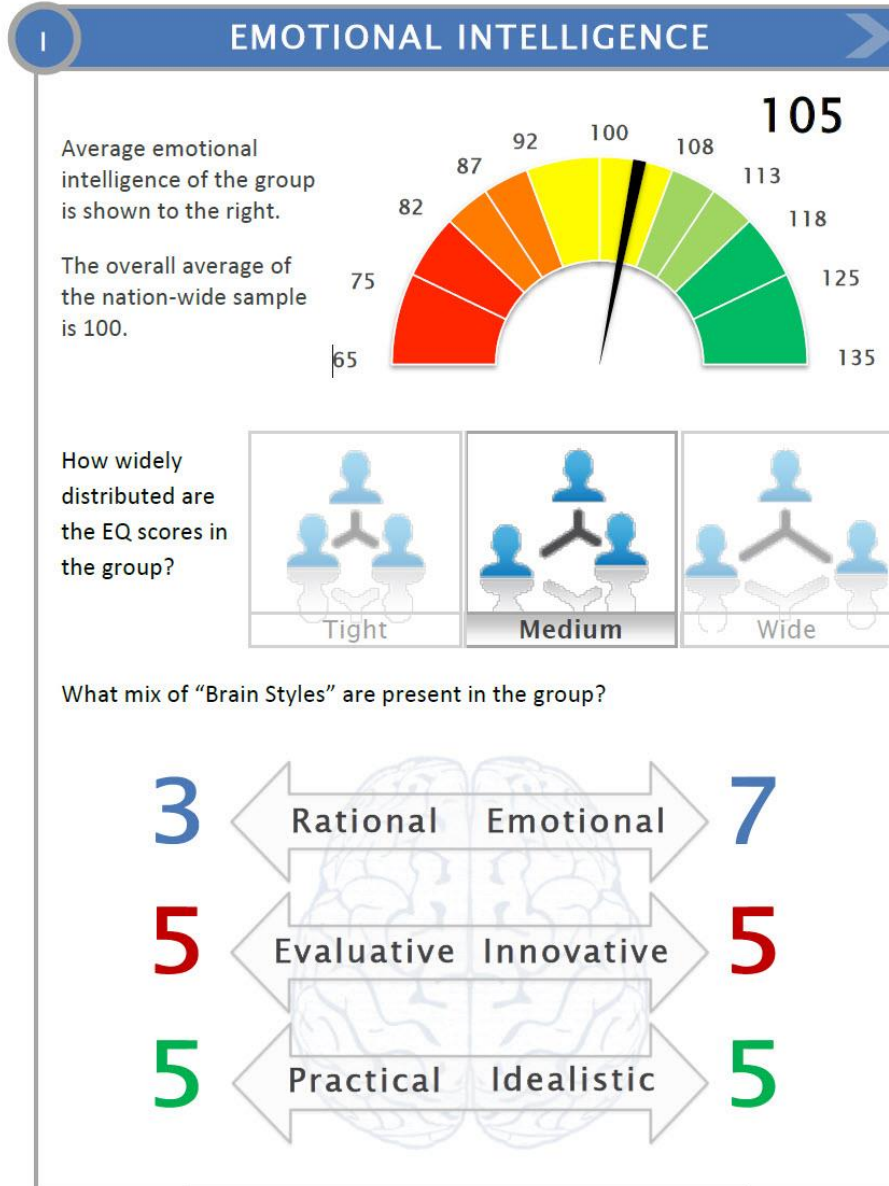
INDICATORS	RESULT	DATA
Completion Time	●	19:21
Consistency	●	HIGH
Positive Impression	✗	VERY_LOW
Overall Reliability	✗	LOW
Answer Style	2%	

● In Normal Range | ● Out of Norm | ✗ Possibly Invalid

Teams

DASHBOARD INSIGHTS ON PERFORMANCE

PROJECT: SAMPLE | Group Size: 10 | Date: July 24, 2015



To learn more, download the free Dashboard Guide

<http://6sec.org/digint>

To contact who brought you this dashboard:

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Brein Voorkeuren

SEI EMOTIONAL INTELLIGENCE
ASSESSMENT

The snapshot of your brain's current style
for processing emotional and cognitive data

BRAIN BRIEF PROFILE

For **Sample**
Date: **Mar, 6 2013**

Your brain's preferences
(not necessarily your behavior)
in focus, decisions, and drive

Focus:

your brain is better
at collecting rational
data (vs. perceiving
emotions).

Rational

Focus

Emotional

Decisions:

your brain likes
finding alternatives
(vs. careful
evaluation).

Evaluative

Decisions

Innovative

Drive:

your brain slightly
prefers to push for
practical actions (vs.
planning for long
term).

Practical

Drive

Idealistic

Brain Style: The Deliverer.

If someone absolutely needs a solution, do they come to you? The Deliverer will find a way and move forward, even if s/he's not sure where to do. They sometimes ignore their own and others' emotions as they get caught up in creating and solving. The Deliverer is intensely practical but equally inventive; this person likes puzzles and gets energy from turning an idea into reality – even if it means stepping on toes to get there.

See *The Brain Brief Interpretations* for more. www.6seconds.org/bbig

Asset: Health

Your EQ Brain Style helps you create physical and
mental wellness.

Opportunity: Decision Making

If you want to make more optimal choices, try
flexing and balancing your EQ Brain Style.

Profile Provided by: Lorenzo Fariselli <lfariselli@6seconds.org>

For more on the Brain Brief and next steps, contact your provider at
the email above, and visit www.6seconds.org/brain for free resources.

sixseconds
THE EMOTIONAL INTELLIGENCE NETWORK

Brein El Talenten

BRAIN TALENT PROFILE

For **Joe Sample**

Date: **Mar, 6 2014**

Like a smart phone app, a "Brain App" is a tool for your brain. These "apps" let you perform important processes using cognitive + emotional data to achieve results. These learned capabilities help people be effective at work and in life.

Your Top Brain Talents in Order



Proactivity

With this App running, the brain is committed to taking action and achieving without the need for external pressure.



Risk Tolerance

A brain running this app can juggle complexities and maintain an even balance.



Imagination

With this App, brains are able to look beyond what's visible, blending thinking and feeling to see potential.



Data Mining

Brains with this App can observe accurately, noticing details and how they fit.



Modeling

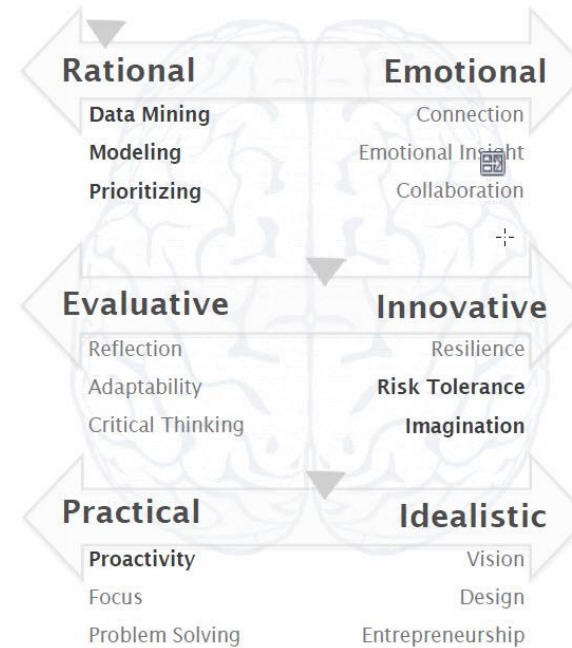
This App allows brains to map out theoretical possibilities and identify logical paths.



Prioritizing

Brains with this app can identify logical possibilities and sort to identify what's important.

The 18 "Brain Apps" - your top 6 are highlighted:



To learn more about your Brain Apps, access your free BTP Guide:
www.6seconds.org/btq

To contact the person who provided you this profile:
Josh Freedman <josh@6seconds.org>

Brein Voorkeuren & EI Talenten

BRAIN DISCOVERY PROFILE

For: Sean Sample (#1)

Date: Sample

Execution Time: 19:21 (mm:ss)

Focus:

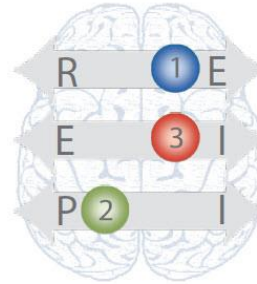
your brain is better at perceiving the emotions (vs. collecting rational data).

Decisions:

your brain has a slight preference for risktaking (vs. careful evaluation).

Drive:

your brain likes pushing for practical actions (vs. planning for long term).



NOTES

	Highest Scores		Lowest Scores	
Brain Talents	CONNECTION Sensing & mirroring others' emotions.		DESIGN Expanding attention to create new potential.	
	PROACTIVITY Acting based on internal drive.		VISION Seeing the long-term meaning.	
	PROBLEM SOLVING Inventing solutions to meet present needs.		DATA MINING Filtering to assess key information.	
Outcomes	SATISFACTION Capacity to feel appreciation about ones life and efforts		ACHIEVEMENT Capacity to accomplish meaningful goals	

Reflection:

The brain can develop "apps" to access and use data — blending rational and emotional insight. Can you think of a situation where this capability has not been effective to help you solve problems? And situations where it has? How could you make this capability stronger?

Emotions drive people, and people drive performance. In what situations are your "Brain Talents" not reliable for creating results? How could you change this?

This profile was provided by:
Josh Freedman <josh@6seconds.org>

El People Management Individueel werkboek

EQ Insights for People Management

What Great Managers Know

International Edition

Customised Workbook and Report with Personalised Development Plan

Prepared for

On: June, 16 2019

Provided by SixSeconds

El People Management Individueel werkboek

Welcome!

Welcome to learning more about “what great managers know.”

This development program has been designed to support people like you to learn what great managers know – starting with themselves. The aim is to increase your self-awareness, build your confidence and improve your people management skills to enhance performance. It’s not aimed at “changing” you, it’s about providing you with insights and supporting you in developing the skills to use your style strengths well so you become the very best version of yourself.

Currently, based on your assessment, your people-management skills are effective most days; sometimes more skills would help. Your assessment also suggests that your brain is creative, practical and committed.

During the program, you’ll be learning more about this. You’ll get to recognise your Brain Profile and your Brain Talents and how these impact your people management. You’ll also get to practice your emotional intelligence skills as you gain awareness, increase your options and inspire yourself to take action. Whilst our focus is on you, at every step of the way, we’ll be considering how you can apply this learning in managing with EQ to enhance your performance.

This workbook has been designed specifically to accompany this workshop and has been customised especially for you. It’s based on your current emotional intelligence strengths and areas of development, and includes insights and tools for you to use during the workshop, as well as afterwards.

El People Management Individueel werkboek

Consider your Talents in relation to your Workplace Challenge and your people-management goals in the situation. How are they showing up? What can help you reach those goals, what might block you?

Strengths	Weaknesses
Your top Brain Talents are: Risk Tolerance, Imagination, Proactivity. How are you using these strengths – and not over-using them? How can you use them in a way that helps reach your goals?	Your lowest-scoring 3 talents are: Data Mining, Emotional Insight, Connection. Are these sometimes weakness for you? How could they make it harder to reach your goals?
Opportunities	Threats
Based on your assessment, these are two areas in which you are creating success: Influence, Satisfaction. How are your Talents supporting them? What possibilities are created by them to support you in achieving your goals?	Based on your assessment, these two areas are potentially a risk for you: Network, Achievement. How could lower results in these areas block you or keep you from reaching your goals?

Vertrouwen



For: [

Date: 11/22/21

Vertrouwen

THE BENEFICIAL OUTCOMES OF TRUST

This report includes information about your perception of EIGHT work and life outcomes. Your TRUST WILLINGNESS and TRUSTWORTHINESS directly affect all eight of the beneficial outcomes represented by the symbols below. Your highest scoring beneficial outcome is on the left and they proceed in descending order from left to right. These beneficial outcomes can be enhanced by improving your TRUST STYLE, so be sure to keep them in mind as you develop your trust building strategies.



Definitions of the Beneficial Outcomes

As you consider the placement of the eight beneficial outcomes above, consider how strengthening your willingness to trust can help you improve these important life outcomes:



- Network:** Build multiple relationships, creating alliances, and support
- Community:** Maintain mutually caring connections & increase belonging
- Influence:** Motivate and involve others
- Satisfaction:** Feel appreciation about my life and efforts
- Decision Making:** Select the most effective option
- Balance:** Prioritize, manage stress, and be fully present
- Achievement:** Accomplish more meaningful goals
- Health:** Maintain optimal physical energy and functioning

Vertrouwen



YOUR TRUST STYLE

EIW

Your TRUST STYLE is your unique way of trusting others that affects their willingness to trust you. It is a composite of your TRUST WILLINGNESS and TRUSTWORTHINESS. There are six TRUST STYLES and understanding your style can help you enhance the way you trust. Each style has its unique benefits and opportunities for growth in the areas of Integrity, Emotional Mastery, and the We Disposition. Your results are displayed in the illustration immediately below—on the left—and explained in the description next to it. Your Asset and Opportunity are defined at the bottom of this page. They provide deeper insights into how you can enhance your TRUST STYLE.

Emotional Mastery is your most developed competency. Emotional Mastery encompasses your ability to understand both the practical and emotional consequences of your actions, manage your stress, and empower yourself, regardless of the circumstances. Give some thought as to how you can leverage your strengths in this area to enhance Integrity and your We Disposition.

Integrity is your next strongest quality. Integrity encompasses the values of honesty, ethics, transparency, intrinsic motivation, and confidentiality. Give some thought as to how you can use your Integrity to strengthen your overall Pillar of Trust, particularly your We Disposition.

"We" Disposition is your area of greatest potential. The We Disposition refers to your ability to engage your team in a way that is trusting and trustworthy. Skills of empathy, collaboration, non-judgment, and inclusion all help to build your We Disposition. When you think back on your collaboration with others, do you notice your "I" disposition shows up more prominently than your We Disposition? This can happen for many reasons: Perhaps you are in a self-protective shell, or perhaps your ambition sometimes overrides your concern for others. Think about how you can grow in this area in order to bring your competencies into balance. A healthy We Disposition is critical to building wholesome relationships that can contribute to your success.

Asset: Self Regulation



Self-regulation is your strength. You are aware of both the practical and emotional consequences of your actions, so you respond appropriately in emotionally charged situations. Regardless of the circumstance, you empower yourself. You experience emotions, and you can responsibly navigate them without suppressing or over-reacting. Self-Regulation is an invaluable skill you can use to build trust.

Opportunity: Team orientation



You have a powerful opportunity to strengthen your team orientation. You may struggle to practice collaboration, engagement with others, nonjudgment, and empathy. Do you also struggle to prioritize the needs and goals of others, balancing their needs with your own? With the enhancement of these skills, you can develop a stronger team orientation.

El Feedback voor de werkvloer



180° EMOTIONALLY INTELLIGENT WORKPLACE BEHAVIOUR FEEDBACK REPORT

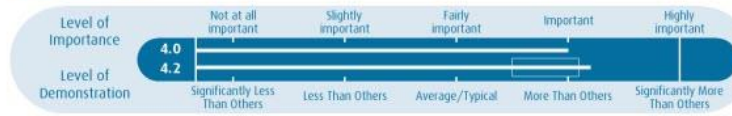
Luc Keppens
15 November 2019
Strictly Confidential

El Feedback voor de werkvloer

RESULTS AT A GLANCE

Your overall results for each of the six emotional intelligence competencies are summarised on this page. Your results represent the average response given by raters to the questions measuring each competency. More detailed item results are presented in the subsequent pages.

Self-Awareness



Awareness Of Others



Authenticity



Emotional Reasoning



Self-Management



Positive Influence



El Feedback voor de werkvloer

SELF-MANAGEMENT

Self-Management is about managing one's own mood and emotions; time and behaviour; and continuously improving oneself. Your overall results for Self-Management are shown below.



The table below shows the average response you received from raters to each of the questions measuring this workplace competency.

Self-Management	I	D	d	BM
1. Responds effectively in stressful situations.	3.8	3.7	0.1	↔
2. Demonstrates a positive, energising demeanour.	4.5	4.5	✓	↔
3. Adapts effectively to different/changing circumstances.	4.3	4.5	✓	↑
4. Responds effectively to criticism from others.	4.0	4.3	✓	↑
5. Manages their time effectively.	4.5	3.7	0.8	↔
6. Controls their anger at work.	4.5	4.5	✓	↔
7. Improves themselves.	4.3	4.5	✓	↔

KEY: I = Level of Importance D = Level of Demonstration d = Difference BM = Benchmark

"The greatest glory in living lies not in never falling, but in rising every time we fall"

- Nelson Mandela

Team Vitaliteit Rationale & El Componenten

The TVS Model



The **TVS model** includes five drivers that predict four key performance outcomes (defined to the right). The Model is organized on two axes: **Horizontal** is from People (individuals) to Organization (system), **Vertical** is from Strategy (long term) to Operations (short term).



Definitions

Drivers

- **Trust:** Build safety & assurance to risk for innovating, sharing, learning. (page 12)
- **Motivation:** Clarify meaning & commitment to drive toward excellence. (page 13)
- **Teamwork:** Collaborate & communicate to take on the challenges. (page 14)
- **Execution:** Focus on what's important & be accountable to generate results. (page 15)
- **Change:** Adapt & innovate to go into the unknown, risk, learn. (page 16)

As explained on pages 12-16, these drivers are based on core human needs. Each has both rational + emotional components.

Outcomes

- **Sustainability:** Driven for long term-success. (page 17)
- **Satisfaction:** Committed to the team. (page 18)
- **Results:** Focused on achievement. (page 19)
- **Agility:** Ready to take new opportunities. (page 20)

Team Vitaliteit Rationale & El Componenten

TVS Highlights

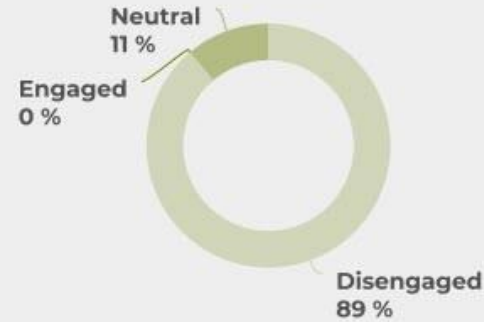
New Tvs All Data Test, 9 participants
April, 4 2022



Climate Drivers



Engagement



Outcomes



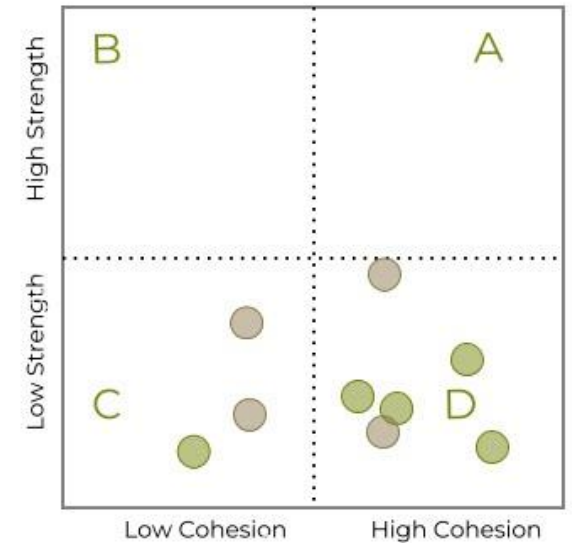
Team Orientation



Pulse Points Scorecard



Distribution of Scores





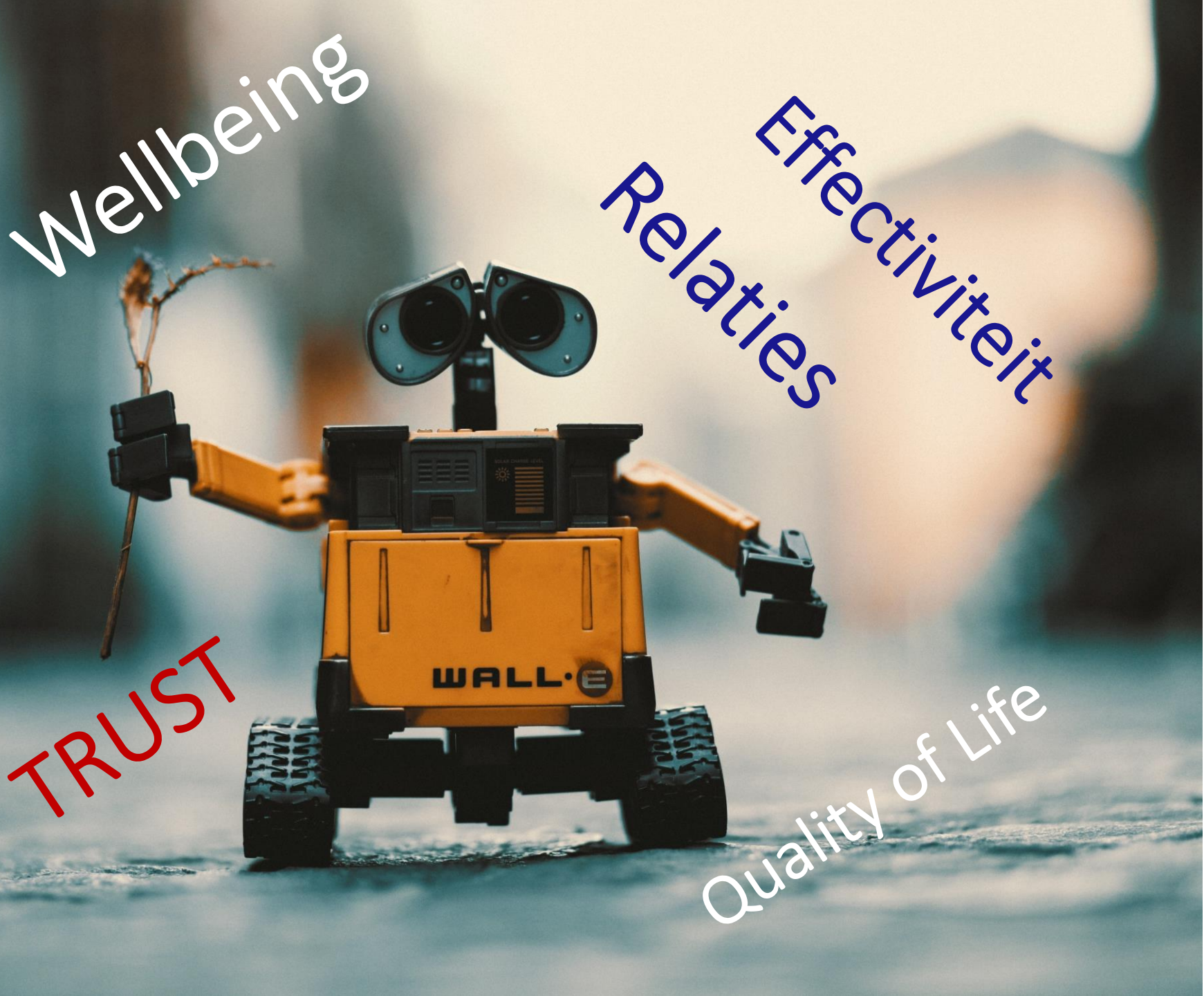
Soft Skills?

Hard Skills?

Real Skills?

Real (EQ) (Business) Skills!

- Data collecteren
- Modelleren
- Prioritiseren
- Connecteren
- Emotioneel inzicht
- Samenwerken
- Reflecteren
- Aanpassen
- Kritisch denken
- Risicotolerantie
- Weerbaarheid
- Verbeeldingsvermogen
- Proactiviteit
- Betrokkenheid
- Probleemoplossend vermogen
- Visie
- Ontwerpkracht
- Ondernemerschap



Wellbeing

Effectiviteit
Relaties

TRUST

Quality of Life

Real (EQ) (Business) Skills?
Outcomes!



Ontgrendel jouw EQ

*Ontvang T&C leerquotes.
Ontdek?
Lees!
Leer!*

