

EQ-i 2.0 Quick Guide to Emotional Intelligence: The Scales and Subscales Connections and Commentary with a Dash of Mindfulness and Neuroscience

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“Emotional intelligence is term that you hear a lot about these days. However, when asked to go deeper than just the term itself, the waters can get “murky”. Steve has done an excellent job of going deeper by taking the Sub scales of the EQ-i 2.0 and making them refreshingly clear - thus making emotional intelligence much more understandable.” - Dr. Hank Clemmons, President, **Society for Emotional Intelligence**, Tampa, FL

“Asking leaders to dive into the work of Emotional Intelligence can trigger some neuroscience angst just by the language of EI/EQ. Steve Whiteford has the creative ability to translate technical terms into practical strategies for action. Integrating leading edge work from the disciplines of mindfulness, neuroscience and leadership he’s been able to design a great guide to help the reader strengthen their EI - like having an EQ coach in your pocket!” - Laurie Hillis, MA, PCC, CDWF-C, **Megatrain Inc.**, Calgary, Alberta, Canada

“Steve Whiteford has done an outstanding job of translating a complex emotional intelligence model into one that can be used for a wealth of personal learning and development. His descriptions of the 15 MHS EQi subscales are concrete, using easy to grasp language that can be applied to many real business situations. I especially value the linkages he makes between subscales, creating an integrated model for personal growth.” - Alice K. Waagen, PhD., **Workforce Learning LLC**, Herndon, VA

“Steve has done a wonderful job of describing each MHS EQ-i2.0 subscale, it’s interrelatedness with other subscales, their association with neuroscience, and the images he uses make his message more concrete and easier to understand.” - S. Arlene Dilworth, President - **Total BackOffice Solutions**, Inc., Houston, TX

“Steve Whiteford has written an outstanding guide for those of us who are not professionals, in understanding Emotional Intelligence. This entertaining and informative book simplifies and provides clarity to a complex assessment and the interconnections of its scales and subscales. It is written in such a way as to provide a way for everyone to increase their emotional intelligence, whether or not they know anything about EQi 2.0. Whiteford’s practical knowledge of EQi 2.0 has been a boon to my agency and the case managers we train.”

- Ken Martin, Executive Director, **Texas Homeless Network**, Austin, TX

Emotional Intelligence, particularly self-awareness, is a crucial competency for today’s leaders. Steve conveys his knowledge of the EQ-i 2.0 model through examples of each composite and sub scale. I recommend Steve’s book to leaders and trainers who are trying to obtain a better understanding of emotional intelligence. - Ed Pallas, MS, Owner Principal, **Leader Armor LLC**, Washington D.C.

EQ-I 2.0 Quick Guide to Emotional Intelligence The Scales and Subscales Connections and Commentary with a dash of mindfulness and neuroscience **Steve Whiteford** Copyright © 2014 Whiteford Resources This ebook is licensed for your personal enjoyment only. This ebook may not be re-sold or given away to other people. If you would like to share this ebook with another person, please purchase an additional copy for each person you share it with. If you’re reading this book and did not purchase it, or it was

not purchased for your use only, then you should purchase your own copy. Thank you for respecting the hard work of this author. Cover Design by Randall J. Whiteford Ebook formatting by www.ebooklaunch.com **Table of Contents** [Introduction](#) [The Scales and Subscales of EQ-I 2.0](#)

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When the topic of Emotional Intelligence first became popular, and I read Daniel Goleman's book of the same title, I was thrilled to see the scientific basis for skills I'd been teaching for several years. The power of soft skills was at last fully legitimized! EQ-i 2.0; The Emotional Quotient Inventory (*Multi Health Systems*) is one of the most popular assessments for Emotional Intelligence. I have enjoyed working with EQi (created by Dr. Reuven Bar-On) and subsequently EQ-i 2.0 for over ten years, and in that time my appreciation for the depth of the instrument has grown significantly. The model's scales and subscales, used for measuring Emotional Intelligence, present an insightful structure for understanding what Emotional Intelligence is, and how different aspects of its psychological foundation intermesh and can be worked with. The model and the assessment can be used for many purposes including individual growth, relationship counseling, and corporate; behavioral coaching, leadership, teamwork, hiring, culture, etc. When fully understood, it presents a wonderful guide to discovering and strengthening Emotional Intelligence. This booklet is a compilation of brief articles I've written on the Scales and Subscales of EQ-i 2.0 based on content that I deliver in my workshops. As my speaking and workshops consistently receive excellent ratings, I offer some of my perspectives, which have been considered eclectic, informative and entertaining. It will give you a taste of the meaning of the subscales and their inherent inter-relatedness while providing some training and tips for self-exploration, and get you started in your own contemplation of the depth and usefulness of the model. There is certainly much more to be said and explored. My studies in neuroscience and mindfulness infuse the articles. I find these topics are inherent to Emotional Intelligence. No matter what philosophy or religion you may live by, Emotional Intelligence is a container that can accommodate and utilize variant perspectives to help you achieve more satisfaction, effectiveness and happiness in your life. My views have been formed by the work many leaders in the fields of Emotional Intelligence, Neuroscience, Psychology and Mindfulness. As respectful acknowledgement, I provide a list of their books for your reference at the end of this publication. Enjoy! [The Scales and Subscales of EQ-i 2.0](#) In the EQ-i 2.0 model, Scales represent the major competencies of Emotional Intelligence, comprised of the Subscales which describe psychological skills and attributes that define and are used measure emotional effectiveness. The model provides a powerfully effective compass for understanding and increasing your "EQ," for personal growth, better relationships, and stronger social and leadership skills. [EQ-i 2.0 Scale: Self-Perception](#) Self-Perception is the first of the five scales of EQ-i 2.0. It is comprised of the subscales: **Self-Regard**, **Self-Actualization** and **Emotional Self-Awareness**. Many practitioners consider this the first place to look in making sense of someone's profile. How we think and feel about our self, guides all of our responses to the questions of the instrument and is the basis of feelings and behaviors. The three subscales interconnect and act as the wellspring of

our thought, feeling and behavior. What we believe about our self (**Self-Regard**) is strongly dependent on our continued assessment our ability to communicate effectively and take effective and appropriate actions to get what we want (**Self-Actualization**), while discovering and refining the authenticity of our needs. **Emotional Self-Awareness** is the origin of our authenticity and skill for informing our perceptions while opening the channel for their examination in regard to their validity and accuracy. **Self-Regard Subscale to Self-Perception Scale Self-Regard** has been noted as the first place to look when interpreting the EQ-i 2.0 report. It provides a clue to our baseline thoughts and feelings about ourselves. This subscale's rating shows fairly strong correlations to the other subscales of EQ-i 2.0. It can be tricky to define because our culture puts so much emphasis on what we call "self-esteem," and although it is similar, Self-Regard portrays a human characteristic that is both deeper and more mature. A push for self-esteem can lead to a delusional sense of self; where **Self-Regard** includes *a realistic assessment of strengths and weaknesses combined with a healthy sense of acceptance, equanimity and capability*. When you examine it, your thinking might be characterized more by the **EQ-i 2.0** subscale of **Self-Actualization**. You may generally ponder what you have or haven't achieved or acquired; rest in satisfaction, or perhaps continue by spinning a downward feeling-driven analysis about why you haven't, which may eventually bottom out in a vague baseline sense of unworthiness. And there you have low **Self-Regard**. Though it can be common in modern society to judge yourself as having "a lack of confidence," it's possible to write it off as an epidemic societal malaise that's either best ignored, or relieved by an endless search for a magical remedy to relieve the glaring deficit: new car, a younger or wealthier partner, weight loss, the right seminar, finishing a marathon, a new therapy, getting the promotion, etc. ad infinitum. Anything that might prevent you from stopping, looking in the mirror and realizing "low self-regard," and for a brief moment experiencing the feeling that accompanies the recognition. Not running away, not more self-judgment, just feeling it and letting it be O.K. It's a feeling you probably short circuit or avoid by doing the very things that limit your **Self-Actualization**. Those things (that only you might identify) are fueled by non-examination and repressed feeling. You need to see and feel yourself realistically before you can move forward and release what interrupts your **Self-Actualization** process. This is very deep and far-reaching, though at first it sounds simple. A good place to look to raise Self-Regard is in the competencies of **Emotional Self-Awareness, Empathy and Reality Testing**. **Emotional Self-Awareness** will bring to light the thinking and feeling you may be repressing or have accepted as baseline. **Empathy** in this case may be used as *self-empathy* by lightening up and giving yourself a break. **Reality Testing** is examining what's actual versus habitual self-criticism, and also scaling the comparative context of your self-judgment. I remember a time several years ago when I took the EQi again as part of the process for Certification for the EQi 360°, I was curious that I received lower scores on Self-Regard and Self-Actualization than I expected. The first thing I took into account was that I was keeping myself down by comparing myself to super-luminaries in the field. Had I achieved much? Well, I certainly wasn't Daniel Goleman! ... A tough and inappropriate comparison. Many of us do that. Especially in our achievement focused culture. When I noted how I was judging myself and the subtle base-line feeling it produced, I turned my mind to appreciate all the things I had done - at my level - that had been successful and impactful for others. I was able to use the resulting energy to refine and better promote my work. In the work place, we can best assist others with their **Self-Regard** by acknowledging their good work and appreciating and including them, just as they are. We can fuel their self-regard by giving them, positive, meaningful (to them) achievable goals and assisting them to reach them. That's positive leadership that will help them build a sense of **Self-Actualization**. Of course, there's a flip-side with all of the **EQ-i 2.0** subscales. Interestingly, when someone scores with exaggerated or unbalanced Self-Regard, it's most often rooted in actual lower self-regard and the path to balance is in many ways a duplicate of what was suggested above. Start with the awareness offered by the **EQ-i 2.0** as **Reality Testing**, reckon with the gap, accept and work with the feelings, see things as they are and consistently apply a reality/ego check as you continue to craft meaningful, achievable goals on a broad, life scale. Consider **Interpersonal Relationships** and who might be propping you up; whose credit you may

be borrowing, especially if you have very high **Independence**. It's fascinating how interdependent the **EQ-i 2.0** subscales are. In the scale of **Self-Perception, Emotional Self-Awareness** is the bottom line. In fact it may be the bottom-line of Emotional Intelligence and personal effectiveness. Ultimately, **Self-Perception** requires self-responsibility for diligent self-reflection, self-acceptance and incremental adjustment. **Self-Actualization Subscale to Self-Perception Scale**

Self-Actualization is positioned seventh in Abraham Maslow's Hierarchy of (8) Needs; an important and instinctual need from which we derive satisfaction through accomplishment and the feeling that we have fulfilled our potential. In the **EQ-i 2.0** map of emotional competencies it is part of **Self-Perception** which can be considered the foundation from which we relate to the world. It's naturally next to the top of Maslow's hierarchy, as a result of having fulfilled the first six needs. A simple interpretation of our self-assessment in this area is based on how much we believe we have achieved our conscious or unconscious goals. This can be very direct - we reach the goal, or get the coveted prize and run with it, or indirect - we judge the extent to which we believe we achieved the goal, the quality of our effort, and the ultimate worthiness or meaningfulness of the objective. Often we do both, but the *feeling* we get from the accomplishment is the most powerful aspect of both our original motivation and our interpretation of success or failure. **Self-Actualization** can be a paradox. We can push forward to the goal; override feelings, psych ourselves up, maintain laser focus and when we achieve the goal - look back across a field of bodies we've left in our wake, or consider we really weren't *there* for the experience and thus lack ownership and satisfaction.

Emotional Intelligence has been scientifically recognized as a leading factor in personal, organizational and societal success for well over twenty years. The term was made popular by Daniel Goleman in his seminal best-seller - Emotional Intelligence (1995). Of course, a study of ancient philosophy and religion will reveal extensive reference to many of the same competencies and perspectives now substantiated by modern social science and neuroscience. Reuven Bar-On created the Emotional Quotient Inventory and released the Bar-On Emotional Quotient Inventory (EQ-i) Technical Manual in 1997 through Mental Health Systems (MHS, Toronto, CA). The EQ-i emerged as one of the most strongly validated emotional intelligence assessments, and was subsequently refined and titled EQ-i 2.0. The EQ-i 2.0 has been successfully used in the arenas Executive and Leadership Development & Coaching, Organizational Development, Defining Organizational Culture and Values, New Hire Selection, Team Building, Sales Development, and Personal Growth.

Leadership and Communication Trainer/Consultant, Steve Whiteford, offers short but valued perspectives on the Scales and Subscales of the Emotional Intelligence assessment: EQ-i 2.0. Certified practitioners and enthusiasts alike will benefit from his short takes including training recommendations, thoughts on the cohesive inter-dependencies through the subscales of the model, personal revelations, and citations from neuroscience and mindfulness.

Whiteford's eclectic background and entertaining, conversational style engage the reader and make accessible highly complex material. It's clear that he has studied and learned from the masters, while emphasizing a convergence of ideas, truths, and practical experience. He recognizes (along with leaders in the industry) that the EQ-i 2.0 Model can be a powerful compass for anyone wishing to explore and productively grow their emotional and social skills while increasing their overall success in life.

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