

EMOTIONAL INTELLIGENCE®

“Emotional Intelligence ®” assesses the criteria for understanding and developing emotional intelligence, that is to say the ability to identify one's emotions (and those of others), to understand them, to control them or adjust them according to circumstances.



THE STRONG POINTS OF THIS TEST

- ✓ Secure recruitment without behavioral casting errors
- 📊 Controlling the hidden costs of hiring
- ☀️ Reduced turnover thanks to successful emotional matching
- 👥 Performance boosted by a high emotional quotient
- 💪 Strengthened cohesion with empathetic leaders
- 🔍 Accurate assessment of interpersonal skills



BENEFITS

Emotional Intelligence® is the essential strategic tool for **HR, recruiters, managers and consultants** wishing to **recruit intelligently**, **develop soft skills** and **prevent casting errors**. Thanks to a scientific and multidimensional assessment, this test makes it possible to **objectify the emotional and relational skills** which directly impact the performance, motivation and retention of employees.

By measuring key dimensions such as **emotional awareness**, **stress management**, **empathy** and **resilience**, you benefit from a detailed analysis to **secure your HR decisions**, strengthen **team cohesion** and promote **inspiring emotional leadership**. **The test integrates perfectly into your recruitment, internal mobility, skills assessment or coaching processes**, with high psychometric reliability and an engaging candidate experience.

Choosing **Emotional Intelligence®** means opting for a modern, predictive HR approach aligned with the new challenges of the company: **quality of life at work**, **QVT**, **emotional diversity**, **employee engagement** and **managerial effectiveness**. **This test is fully in line with an ethical and efficient recruitment approach**, by promoting profiles capable of contributing positively to collective dynamics.



PSYCHOMETRY

Test construction:

Pack : HR

Questionnaire type: Normative

Number of questions: 200

Completion time: 25 minutes

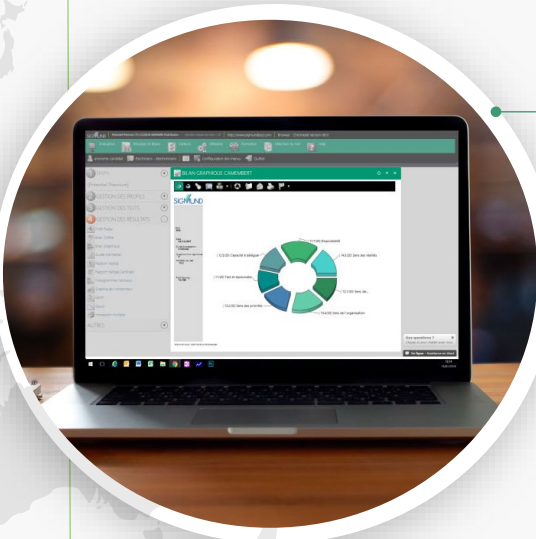
Test validation:

Internal validation, consistency

Loyalty

Reliability

Test available in



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DIMENSIONS AND CRITERIA EVALUATED

STRESS MANAGEMENT

- **Resistance to** professional stress in demanding environments
- **Self-control** in tense or unforeseen situations
- **Emotional control** to maintain performance and clarity of mind
- **Resilience** in the face of unforeseen events and periods of intense pressure

ADAPTABILITY

- **Emotional** and behavioral flexibility in the context of change
- **Conflict resolution** with calm, listening and discernment

PERSONAL DIMENSION

- **Self-knowledge** and **emotional awareness** in professional interactions
- Clear **emotional expression adapted to the work context**
- **Self-confidence** and **personal assertiveness** in professional posture
- **Emotional independence** in managing reactions and decisions
- **Emotional stability** in the face of challenges and complex situations

RELATIONAL DIMENSION

- **Empathy** and understanding of others' emotions in a professional setting
- **Assertiveness** in exchanges, to express oneself with clarity and respect
- **Sociability** and interpersonal skills within teams
- **emotional communication** to build trusting relationships
- **Constructive management of disagreements** in conflict situations

TECHNICAL DIMENSION

Knowledge and know-how of the profession

