



Inspiring small shifts in attitude to make a BIG difference in performance

"I absolutely loved the emotional intelligence tool for improving personal performance and think it is the most accurate and useful report I have seen. I found your style to be very conducive to the process as I felt comfortable and at ease and felt that you had a very good knowledge of the tool and the reports."

HR & Total Quality Manager, Edinburgh International Conference Centre

The measures I use have been developed over many years by Tim Sparrow and Amanda Knight, co-authors of "Applied Emotional Intelligence - The importance of attitudes in developing emotional intelligence"

They are based on a single comprehensive and coherently stated model of emotional intelligence and they address a range of development needs at all levels right up to and at the very top of the organisation:

- Individual performance.
- Leadership.
- One-to-one relationships.
- The emotional intelligence of teams.

Furthermore, the model underlying these measures is unique in that it properly takes into account attitudes, which are key to emotional intelligence, as well as skills.

- These measures are a unique range of powerful and innovative tools for developing the effectiveness of teams and individuals. They go far beyond traditional measures of personality

and models of competence, to the core aspects of human motivation and performance.

- They give access to self evaluation, feelings and attitudes that so influence human behaviour, the development of which can transform performance and significantly enhance productivity.
- By working at a deeper level, these tools have a higher impact on people's self-awareness, thus enabling self-directed and sustained personal development.

These measures supersede existing psychometric products in several ways:

- They go beyond personality measures to explain how we can actually manage our personality.
- They go beneath competency approaches to examine attitudes.
- They predict far more of performance than IQ tests, by exploring Emotional Intelligence.
- They are based upon a coherent and integrated theoretical framework.
- They draw upon and integrate research findings and insights from academic psychology, occupational psychology, and psychotherapy and counselling.

Using these measures, and their accompanying personalised reports and development plans, will benefit organisations by improving:

- Self-confidence and personal performance.
- Management and leadership.
- Work relationships.
- Self-directed motivation.
- Performance under pressure.
- Work/life balance and job satisfaction.
- Individual flexibility and creativity.