

Part of a Complete Suite of Validated  
Assessment Products and Software



*It's not how smart you are, but how you are smart...The validated **PeopleIndex** measures 17 critical competencies helping you to recognize, understand and manage your emotions and behavior effectively. **PeopleIndex** is a self-assessment designed to measure a view of Emotional Intelligence.*

## » EMOTIONAL INTELLIGENCE AND EFFECTIVENESS

Emotional Intelligence, the ability to recognize, understand and manage your emotions and behavior effectively, may play a far more important role in career success and job performance than “general intelligence” or IQ. Studies suggest that:

- Highly conscientious employees who lack social and emotional intelligence perform more poorly than those high in both conscientiousness and emotional intelligence.
- On average, strengths in purely cognitive capacities are approximately 27 percent more frequent in high performers than in the average performers, whereas strengths in social and emotional competencies are 53 percent more frequent.
- The highest performing managers and leaders have significantly more “emotional competence” than other managers.
- Poor social and emotional intelligence are strong predictors of executive and management “derailment” and failure in one’s career.

## » APPLICATIONS

**PeopleIndex** is a comprehensive self-assessment for rigorous, in-depth report of strengths and developmental needs on critical social, interpersonal and communications competencies.

**PeopleIndex** is an ideal self-assessment for use in executive coaching, senior management/executive development programs, supervisory and management training, and developmental programs for employees at all levels of the organization.

## » COMPETENCIES

### Self-Management

- Self-Development
- Adaptability / Stress Tolerance
- Self-Control
- Trustworthiness
- Strategic Problem Solving
- Drive for Results / Achievement Orientation

### Communication

- Written Communication
- Two-way Feedback
- Verbal Communication
- Oral Presentation
- Active Listening

### Relationship Management

- Building Strategic Relationships
- Conflict Management
- Leadership / Influence
- Interpersonal Sensitivity / Empathy
- Team/Interpersonal Support
- Collaboration / Agreeableness

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Once your clients' strengths and developmental needs have been identified, boost their plan for success with the new **Talent Accelerator**. Talent Accelerator (used in conjunction with PeopleIndex) is a comprehensive online resource system well equipped with competency-based references including books, web sites and other valuable enhancement tools, to help transfer awareness into real behavior change. Your clients create and measure goals, incorporate meaningful suggestions and sustain focus on their professional development using the resources and self-directed development planning system exclusive to Talent Accelerator.

## » FEATURES

### Measures 17 Emotional Intelligence Competencies

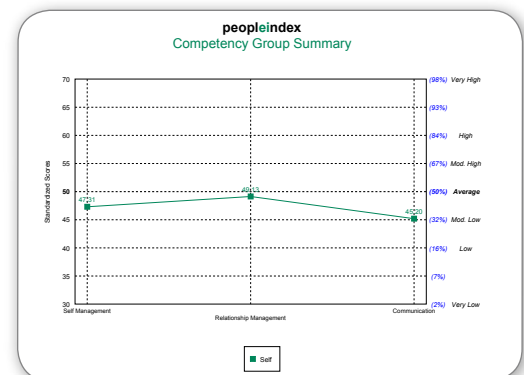
- Assesses self-awareness, social awareness, self-management, relationship management and communication
- Established scale reliability and validity

### Research-Based

- Based on the most widely accepted model of emotional intelligence.
- Developed by Kenneth M. Nowack, Ph.D., a licensed psychologist and researcher in the areas of 360° feedback, emotional intelligence and occupational health. Dr. Nowack is a member in Daniel Goleman's Consortium for Research on Emotional Intelligence in Organizations.

### Comprehensive Feedback Report

- Provides feedback on each of the 17 Emotional Intelligence competencies
- Graphic comparison of self-perceptions to the Envisia database (2,000 employees)
- Developmental Action Plan



"Envisia delivers fundamentally sound structures to support an effective feedback process—a range of reliable assessment tools, simple Internet administration, 1st class support & guidance. We need only 1 source for our feedback projects. These guys deliver!"

—Gordon Hay, Director - Organization Development, Hartzell Propeller, Inc.

### About Envisia

Envisia Tools is a provider and developer of innovative, high-quality people and process solutions for consultants and business professionals working with individuals, teams and organizations.

We provide a variety of customized and off the shelf products in the areas of 360 degree feedback; personality, career and stress assessments; survey solutions and online performance management systems — all customized and branded to meet your needs.