

# The New EQ360



While the EQ-i 2.0 identifies the level of a client's emotional and social functioning based on his or her responses, the EQ360 assessment provides a more in-depth analysis by having those who work with the client provide information as well. When observer ratings are compared with the results of an EQ-i 2.0 self-report, a more complete 360 degree profile emerges.

The EQ 360 identifies key employee strengths that can be leveraged to the benefit of the organization, as well as impediments to high performance that could be improved.

As with the EQ-i 2.0, the new EQ360 features significant changes based on data and feedback gathered over several years.

This feedback resulted in:

- Clear alignment with EQ-i 2.0 items
- Automated set-up
- Condensed report output
- Enhanced report appearance
- More detailed interpretation

## **CLEAR ALIGNMENT WITH EQ-i 2.0**

One important change that was requested was a better alignment between the EQ-i and the EQ360. In the new EQ360, each of the 133 assessment items has a corresponding and equivalent item in the EQ-i 2.0. In addition, the EQ360 reports are now set up in such a way that participants can view the results for each item across all rater groups; this even includes their self-report

results. This improved alignment creates higher face validity because the results can be much more easily understood and reports better interpreted. And, of course, the new EQ-i 2.0 model — as described earlier — also applies to EQ360.

## **AUTOMATED SET-UP**

**NEW**

The new EQ360 provides simplicity and automation — all based on direct customer feedback. For example, after participants have nominated their own raters, the system emails raters automatically with a unique URL that they then use to access the tool and to rate the participant. Having an automated process makes it easy to work with the EQ360 and it saves you time.

## **REPORT OUTPUT**

**NEW**

The new EQ360 Client and Coach reports include not only the feedback of all the raters, but also the feedback of the participant — all in one consolidated report. This saves you and your client's time and effort in working through multiple reports, and it allows for better comparison and understanding of the feedback received. Reports are structured in a very clear and linear manner that is easy to follow and reference — making the EQ360 an entirely positive user experience.

## **REPORT APPEARANCE**

The new EQ360 features a one-page overview, as well as providing a GAP analysis which is a visual representation of the ratee's responses directly compared to the responses of the nominated raters. The GAP analysis points out the areas where there is a high versus a low level of agreement between the ratee and the raters, and it highlights potential blind spots.

