

# EQ

## It's EQ — Not IQ — That Matters in Business

Believe it or not, cognitive ability is only a partial predictor of career success. For most people, what really matters is emotional intelligence, or the ability to identify and manage emotions. People skills determine success, so those who lack the ability to build effective relationships are destined to fail, no matter how smart or talented they are.

Based on more than 40 years of research, Hogan's EQ report measures six emotional competencies to help you understand current and future employees' styles of relating to and communicating with others.

### Emotional Competencies

- **Awareness** - The degree to which a person seems in touch with their own emotions
- **Detection** - The degree to which a person seems aware of others' emotions and thoughts
- **Regulation** - The degree to which a person seems able to maintain positive emotional states
- **Influence** - The degree to which a person seems able to affect others' moods and behaviours
- **Expression** - The degree to which a person seems able to communicate emotional states to others
- **Empathy** - The degree to which a person seems able to feel what others are feeling

### EQ Specifics

- Driven by the HPI and HDS
- Assessment time: 20-30 minutes
- Overall EQ score provided, as well as six individual competency scores
- Interprets each score in relation to leadership, teamwork, and employability
- Includes discussion points
- Individual feedback recommended
- Nondiscriminatory, equitable, and inclusive

### Certification Requirements

- Assessment certification *recommended*
- Product training *recommended*

## Learn more about EQ

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