



How to improve your performance using Business Emotional Intelligence

The EBW is a highly accurate and reliable assessment of Emotional Intelligence in the workplace (Business EQ) that enables you to improve your performance by assessing and providing you with feedback on key emotions and behaviours that predict occupational success.

Based on over 15 years of worldwide use and research, the EBW creates business value by enabling you to understand why people behave the way they do and how to maximise their engagement with, and performance at, work.

The EBW is practical and straightforward focusing on 8 key factors that affect Emotional Intelligence at work. This intuitive tool will resonate with you as it does with successful business leaders and teams who quickly recognise how their emotions and behaviours impact on their success and on others.

It offers you guidance at all junctures in your working life, enabling you to identify your natural strengths and what will be a fulfilling career role. With its engaging accessible business language and its developmental framework, it is easy to use and works across industries and cultures.

The EBW compares an individual's results with a large international normative database providing you a better benchmark for success and highlighting the critical areas leaders and teams need to focus on. Available in multi-languages the EBW is excellent for helping people understand and address cultural and behavioural differences.

It delivers rich objective insights into peoples' ability to manage their emotional drivers (stress resilience, motivation to succeed etc.) that affect performance and which cannot be accurately assessed through an interview alone. This sharp insight gives you confidence when making difficult personnel decisions or helping individuals and teams recognise others' potential and talent.

The EBW enables you to have a total systems approach, with its Business EQ Reports and programmes that provide the critical difference when recruiting, retaining and developing the talent and potential at all levels of an organisation.

“ I found undertaking the EBW assessment refreshing and insightful. The report it generated I found to be accurate and useful confirming many of the things I need to work on. I would recommend this exercise and process for all leaders hoping to better their leadership style and indeed themselves as a person. ”

CEO (Financial Services)

Benefits

- ▶ Improve performance, recruiting and developing the right people who transform organisations
- ▶ Create business value by understanding emotional drivers that maximise engagement and performance at work
- ▶ Save time and money using a practical and straightforward EQ solution focused on natural strengths and business success
- ▶ Reduce the risk when making personnel decisions, by using a validated assessment that provides a benchmark and reveals deep insights into what drives performance and stress
- ▶ Deliver a total systems approach solving a wide variety of business issues

Key Features

- ▶ Focuses Emotional Intelligence on occupational performance
- ▶ A unique 8 factor model of Business EQ that provides objective measurement of emotional behavioural traits that predict success
- ▶ A development framework clearly linked to performance for coaching, leadership, team building and personnel development
- ▶ A large knowledge library of resources and programmes
- ▶ Provides a range of Business EQ Reports and programmes that can be tailored to your individual business needs
- ▶ Available online in multi-languages

Applications

- ▶ Recruitment & assessment
- ▶ On-boarding
- ▶ Coaching
- ▶ Succession Planning
- ▶ Leadership Development
- ▶ Team Building
- ▶ Stress management
- ▶ Sales Improvement
- ▶ EQ workshops

The EBW EQ Total Systems Approach

The EBW Business EQ System provides that superior advantage, with an online assessment platform that gives you a quick and convenient method to assess your people anywhere in the world. The EBW focus on occupational success guarantees that EBW Programmes, with their integrated approach, raise performance at all levels in your organisation and make a difference to the “bottom line”.

EBW interventions are based on using international benchmarking and developing your talent using a range of expert reports and programmes that improve your business applications and organisational objectives.

EBW Report (Recruitment)



This is a superb tool for recruitment, talent identification and selecting high-performing employees. This report provides insights into a candidate's Business EQ, combined with an interview guide and behavioural questions, plus an Impression Management Tool that reveals how honest the candidate was with themselves when completing the EBW.

EBW Report (Development)



Ideal for coaching or as the basis for a development programme, this report has an executive summary, in-depth interpretation under each scale and sections for the user to consider how they might wish to improve their Business EQ and raise their performance.

EBW Report (Advance)



Great as a springboard for leadership programmes, executive coaching and recruiting senior or critical roles. It compares results with an international normative database and with a sophisticated analysis of a person's Business EQ, delivers a better benchmark for success.

EBW Report (Team)



With clear colour coded diagrams under each emotional behavioural scale, the feedback empowers teams to understand and take personal responsibility for the critical emotions and behaviours at work that change a team into a high performing team.

EBW Bespoke Report Services



Obtain key benchmarks and indicators of success for your business or organisation using the EBW job analysis and bespoke report service. A bespoke report can be developed by mapping and using the EBW extensive database of predictive questions matched with your competency framework or particular job role, all managed by one of our international business psychologists.

“Our experience with over 150 participants to date has demonstrated that the EBW Emotional Intelligence process has increased their self awareness and motivates them in their roles”

**Prof A Tavabie Dean of
Postgraduate GP Education
NHS**

Choose an EBW Programme to suit your needs

Coaching Talent

EBW Facilitators work with you and use a 10 step programme to raise leadership/management performance and accelerate your success (and business).

Leadership and Management Development

Our leadership programmes ensure you learn which leadership style suits different situations and when and how to use your Business EQ to inspire, motivate, delegate, support and drive your organisation to greater success.

Building High Performing Teams

The EBWt Team accelerated 1 day programme or EBW team coaching changes performance; by operating at a deeper level of attitudes and feelings that underpin behaviour and performance within the team.

Boosting Performance Programme

Provides the framework for continued learning to ensure you and your colleagues develop your Business EQ to improve performance at work

Recruitment & Selection for Potential

By using the EBW System to focus on a candidate's Business EQ the cost of making the wrong decision is significantly reduced.