



ECi

Emotional Capital Inventory

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SUMMARY REPORT

Report presented for:

Bryan Young

Date:

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RocheMartin[®]

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Introduction

Emotional Capital Inventory

Summary Report

This report is designed to provide you with your results on the *Emotional Capital Inventory* that you completed. The *Summary Report* includes your scores on the seven emotional competencies identified in *Emotional Capitalists - The New Leaders*, along with your score on an eighth competency found to be highly predictive of people's ability to grow their emotional wealth.

The aim of the *Summary Report* is to provide you with an objective standard for measuring your level of personal emotional capital as well as a quick snapshot of your scores. It will assist you to gain potentially new and valuable insights into your leadership behaviours and achieve greater leadership effectiveness.

The *Summary Report* is, of course, only a platform for development. A comprehensive, detailed exploration of the meaning of your scores, as well as specific coaching strategies to build your emotional capital quickly and efficiently, is available to you in your personalized *Emotional Capital Report*.

What is the Emotional Capital Report?

The *Emotional Capital Report* is a 16 page leadership report designed to provide you with a detailed interpretation of your scores on the *Emotional Capital Inventory*. The report identifies and describes your specific strengths and development opportunities, and provides a wealth of practical, easy-to-use strategies for building your key leadership skills step-by-step.

What is an 'Emotional Competency'?

An emotional competency is a measurable characteristic that is related to the effective performance of a specific role. The emotional competencies in this inventory are based on studies first conducted by Dr. Steven Stein from MHS using the BarOn Emotional Intelligence Inventory (EQ-i). The BarOn EQ-i remains the 'gold standard' for measuring emotional intelligence. The studies involved high-performing leaders from world-class organizations such as Innovator's Alliance and the Young Presidents Organization. The Emotional Capital Inventory does not replace the EQ-i, but is designed to measure the particular leadership skills associated with emotional capital as described in Martyn Newman's book, *Emotional Capitalists - The New Leaders*.

ECi Competency Scales

Self-Awareness

Independence

Assertiveness

Optimism

Self-Actualization

Self-Regard

Interpersonal Relationships

Empathy

Discretionary Comments

Your scores on these competencies represent your self-reported level of skill in managing these leadership behaviors. The ECi® is designed to act as an interpretive aid and should not be used as the sole basis for placement, intervention, or other kinds of decision making. The report is based on interpretations most common for the scores that are obtained. Unusual interpretations must be explored with other instruments on a case-by-case basis.

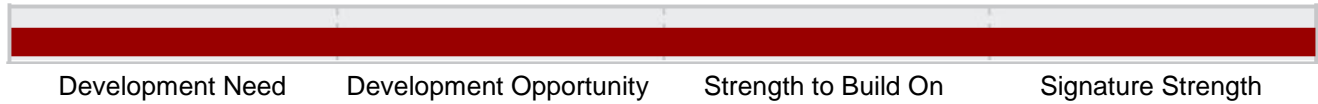
The information that is provided in this report should be used as a means of generating hypotheses and as a guide to assessment. Higher scores are associated with greater levels of emotional capital and better performance.

Score Key:

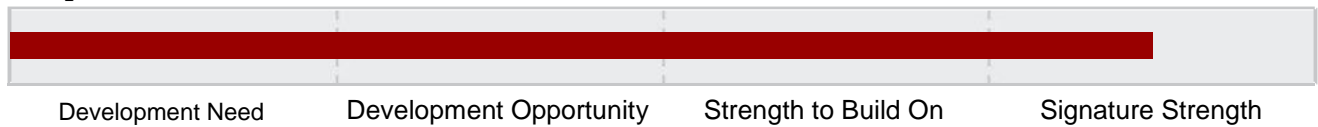
Development Need	0-40	Your level of emotional capital in this area is likely to be limiting your effectiveness. Developing your skills here is essential to your success.
Development Opportunity	41-60	Your level of emotional capital is adequate, but there is opportunity for improvement. Capitalize on the opportunity to develop this into a strength.
Strength to Build On	61-80	You have above average emotional capital in this area. Build on this strength by considering additional strategies to create emotional wealth.
Signature Strength	81-100	Your score suggests you have above average emotional capital in this area. Seize every opportunity to lead with this strength to capitalize on your success.

Profile Summary

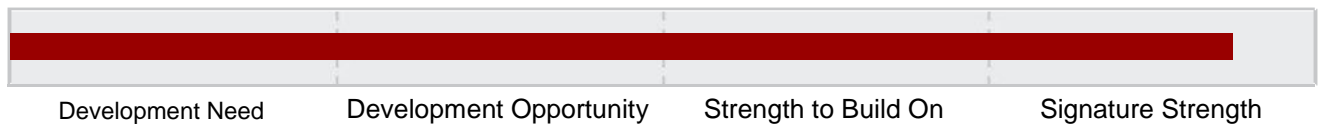
Self-Awareness - 100



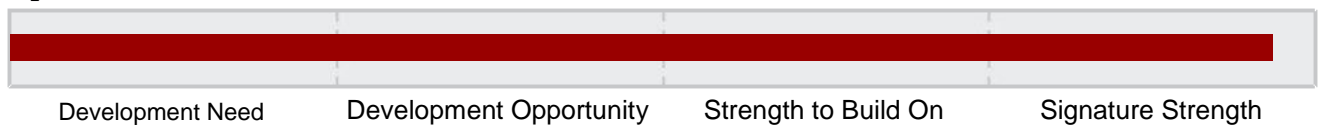
Independence - 90



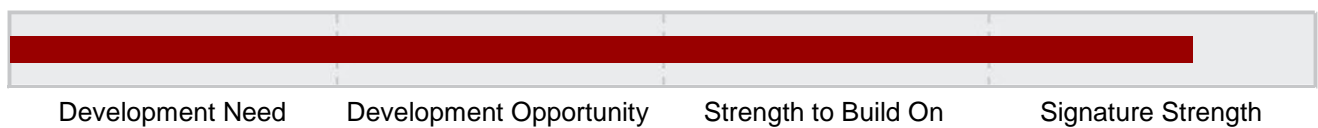
Assertiveness - 95



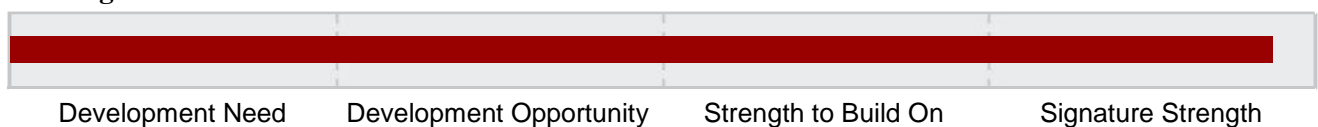
Optimism - 97.5



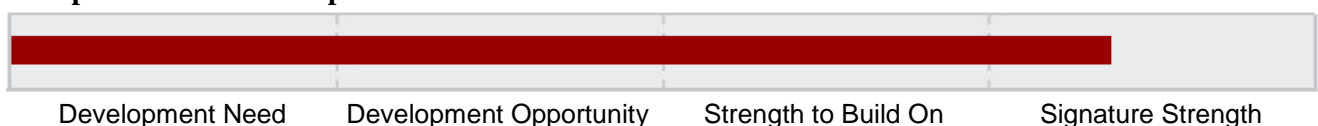
Self-Actualization - 92.5



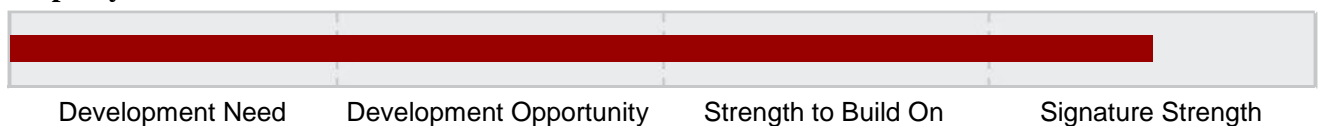
Self-Regard - 97.5



Interpersonal Relationships - 89.5



Empathy - 91.5



ECi Categories

Development Need = 0-40 | Development Opportunity = 41-60 | Strength to Build On = 61-80 | Signature Strength = 81-100

Going To The Next Level

This *Summary Report* provides you with a quick snapshot of your scores on the *Emotional Capital Inventory*. It enables you to benchmark your strengths and development opportunities and consider where you should focus your efforts in building your emotional capital.

A detailed interpretation of the meaning of your results is available in your personal *Emotional Capital Report*.

The *Emotional Capital Report* is a 16-page leadership report that identifies and describes your specific strengths and development opportunities and provides a wealth of practical, easy-to-use strategies for building your key leadership skills step-by-step. The final section of your report takes you to the next level and provides you with an action plan for building your emotional wealth and leadership effectiveness.

Visit www.rochemartin.com/eci to purchase the *Emotional Capital Report*.

"I've looked at a number of EQ reports, but the Emotional Capital Report is by far the most practical and useful report I've discovered. It helped me understand the psychological building blocks that drive my performance and is packed with practical strategies and a clear blueprint for building my EQ and leadership skills - great value!"

Glenn Lovett -
Former Consultant, Booz Allen Hamilton



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