

Background Information

Description

Section I: Completion of and Reflection on EI Assessment

Students complete, examine and discuss the process of assessment; MSCEIT and 2 self-reports.

Section II: EI Theory and Assessments

Using knowledge of the EI assessments regularly used in the workplace, students discuss the differences between the assessments. the theoretical models that support the assessments and the benefit of EI competencies and abilities in the contemporary workplace.

Students apply knowledge gained in unit I when developing written responses to questions posed regarding the benefits of their EI strengths and the potential options for EI skill development.

Instructions

Section I: Completion of and Reflection on EI Assessment

Part A Reaction to EI Assessment

- You will be asked to offer a comprehensive summary on the assessment experience.
Near time the online assessment is taken consider the question below; reflect on assessment content and process.

Ask yourself:

Before you took the MSCEIT, did you take the time to investigate what was going to be measured? Did you have an idea going into the experience what you might be asked?

Was MSCEIT assessment content what you expected? Why or why not?

Were you comfortable answering the questions when you took the MSCEIT?

Part B Comparing Initial Self-Assessments to Formal Assessment Process

- Reflect on the two experiences you have now had with assessing your emotional intelligence.
Compare the process of taking the two self-assessments that you completed at the beginning of the semester with completing/getting feedback regarding your MSCEIT assessment.

Ask yourself:

What was the difference between completing the 2 self-assessments and this formal online assessment (the MSCEIT)?

Section II: EI Theory and Assessments

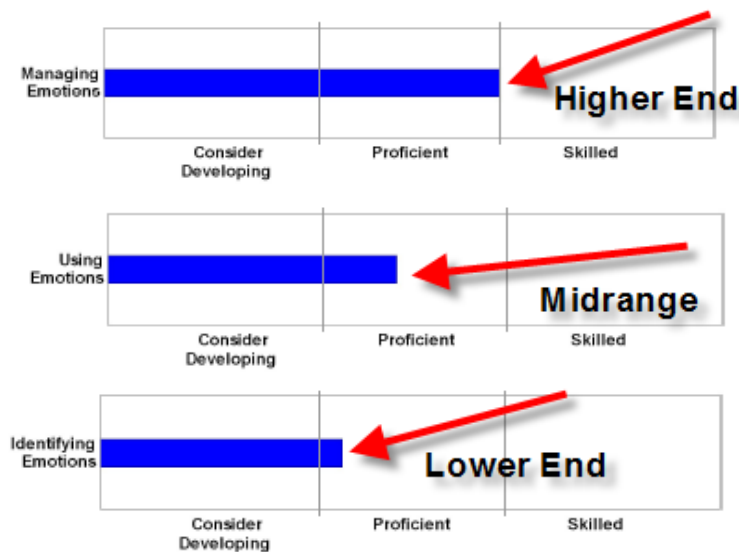
Part A: Understanding the Results of Your MSCEIT

This area to be completed once you have received your MSCEIT report.

- Review your MSCEIT test results and corresponding information that was made available to you on each of the 4 branch areas.
- Record on the template your “scores” in each of the 4 branch areas. Students do not have the opportunity to access their actual “scores” – rather scores are grouped into three categories Consider Developing, Proficient, and Skilled.

As we consider the scoring categories, decide whether or not a score you received is on the lower end, the middle, or the higher end of the box (for example, the “Proficient Score” box)

Examples below:



- Reflect on the score and the feedback of two of the branch areas. Take time to review the material noted below published in *The Emotionally Intelligent Manager* chapters that corresponds to the branches you have chosen:

Chapter 3: Read People: **Identify** Emotions – p. 33 - 34
(Also How Do We Identify Emotions? P. 35)

Chapter 4: Get in the Mood **Using** Emotions – p. 41 – 42
(Also What It Means to Use Emotions to Facilitate Thought, p. 43 – 44)

Chapter 5: Chapter 5: Predict the Emotional Future **Understand** Emotions – p. 52
(Also What Is Understanding Emotions?)

Chapter 6: Do It With Feeling **Managing Emotions** – p. 62 – 63
(Also What is Managing Emotions? 65 – 67)

- Given the knowledge you've gained by reading test results and introductory material noted above, in your own words, offer a basic overview of the two branches.
- Identify whether or not you concur with the score you received. Given your knowledge of the two branches you have chosen, explain your answer.
- After reviewing your MSCEIT report and understanding the basics of each of the 4 branch areas, identify 1 EI strength that you could (or already do) leverage in the workplace and 1 area where there is potential for EI skill development. Explain your answer.
- Refer to your self-assessment - SREIS scores. Compare them with your MSCEIT scores. Is there one or more areas where you under - or – over estimated your abilities on the self-assessment when compared to your MSCEIT scores?

** Students will be provided with a tool to assist them in understanding which questions in the SREIS correspond to each of the 4 branch areas after week 2. Refer to the writing assignment #1 home page.

Part B: EI Theory, Assessment and the Workplace

- Students have had the opportunity to understand the ability based model by reading material in The Emotionally Intelligent Manager, listen to David Caruso speak in the BBC audio tape (week 1), and read about the ability based model within the CREIO website and in EI for Dummies (week 3).
- Based on this knowledge, form an opinion about the use of the ability based model and the MSCEIT assessment in your workplace (or workplace of the future).

Questions posed:

If you were at a workplace that used *ability based theory of emotional intelligence* as a means to increase employee emotional intelligence would you be interested in attending the training sessions? Explain your answer.

Would you want to be assessed using the MSCEIT, if your workplace was utilizing EI/ESI assessments? Explain.