

# The Mayer-Salovey-Caruso Emotional Intelligence Test (MSCEIT)

Do you know how to accurately predict, assess and develop emotional intelligence?

Emotional intelligence is a critical tool in business, underpinning people's capacity to work well with others, manage stress and make effective decisions.

What was once thought intangible determinants in success can today be accurately measured. Unprecedented predictability is now achievable in key HR areas as hiring, promotion, alignment and succession planning. And since emotional intelligence is changeable, these fundamental skills can be sharpened to improve individual performance and collaboration, resulting in better business outcomes.

71%

## MSCEIT™

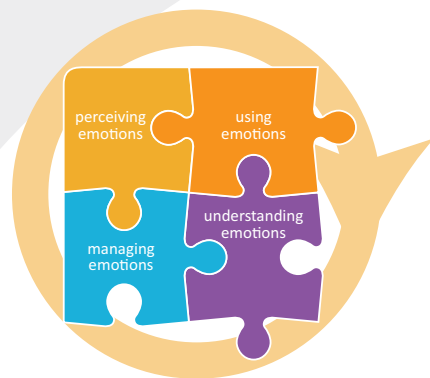
### MAYER-SALOVEY-CARUSO EI TEST

The Mayer-Salovey-Caruso Emotional Intelligence Test (MSCEIT) provides accurate insights about people's real emotional intelligence abilities to help you predict and enhance their success. The only abilities-based emotional intelligence test, MSCEIT is a powerful, scientifically validated tool designed to take a direct, unmediated measure of this fundamental capacity. The original pure EI test, MSCEIT is like an IQ test for emotional reasoning.

Developed by Peter Salovey, Jack Mayer and David Caruso, originators in the field of emotional intelligence, MSCEIT is designed to assess and develop emotional intelligence ability in four key areas:

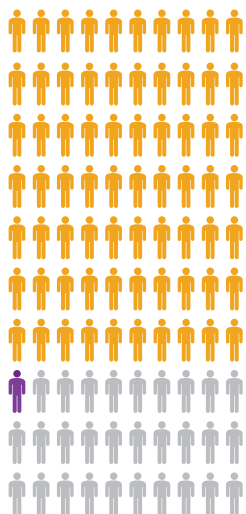
- Recognise their own and others' emotions
- Generate and use emotions in problem solving
- Understand emotions and how they change
- Manage their own and others' emotions.

These abilities enable people to monitor their own and others' feelings and emotions, and use this information strategically and intelligently to communicate effectively, increase personal resilience, make good decisions and achieve performance goals.



"We cannot check our emotions at the door because emotion and thought are linked—they cannot, and should not, be separated."

David Caruso



A recent survey found that 71% of employers value EI more than the traditional aptitude test (IQ).

## BENEFITS

MSCEIT can make a decisive contribution to effective workforce selection and development initiatives, offering clear benefits.

For organisations

- Provides a direct, objective measure of actual emotional intelligence functioning
- Increases the efficacy of leadership development and other training
- Renders employee recruitment and selection more efficient and reliable
- Helps improve group processes

For managers and coaches

- Enables evaluation of an individual's emotional intelligence at a deeper level
- Accelerates coaching by identifying important needs early
- Helps identify root causes of problems or blocks
- Provides a framework to develop key skills

For individuals

- Promotes self-awareness in a range of functionally critical areas
- Places current levels of performance into perspective
- Provides a practical guide to improvement

## APPLICATIONS

Recommended for anyone in roles involving significant levels of management, interpersonal communication, team work and customer service, MSCEIT helps achieve more effective leadership, greater productivity, higher customer satisfaction and enhanced engagement.

Applications of this targeted emotional intelligence tool include:

- Leadership and talent development
- Talent selection
- Recruitment
- Executive and workplace coaching
- Team building
- Student and teacher development.

We integrate MSCEIT into our flagship Leading with Emotional Intelligence programme to promote self-awareness in critical areas, give people accurate insights into their real emotional intelligence abilities and help them design tangible and specific strategies to improve their skills.

Our unique personal development reports, coupled with in-depth debriefs with our qualified experts, give practical and personalised insights to kick-start development.

Pepsico recruited emotionally intelligent managers and **reduced turnover by 87%** **increased productivity by 10%** and gained **1000% return on investment.**

The US Airforce **saved \$190 million** by screening for emotional intelligence among pararescuers, significantly reducing costs **in hiring, training and retention.**

Sheraton Hotels taught leaders EI skills and built a trust-based culture that **increased market share by 24%** **raised customer satisfaction** and significantly **reduced turnover.**

A manufacturing company trained supervisors to be more emotionally intelligent and **cut lost-time accidents by 50%** **reduced formal grievances** and **exceeded productivity goals by \$250,000.**



Emotional Intelligence Worldwide

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Emotional Intelligence Worldwide is a leading provider of positive, scientific assessment, certification and professional development. We work with organisations around the world to discover and develop talent using emotional intelligence, strengths and brain-based tools.