

BUILD CULTURE • EMPOWER PEOPLE • ACCELERATE PERFORMANCE

Blue
EQ™



Leading with Psychological Safety™

Spend **20 minutes** to improve
your career and your life.

BlueEQ™ is the most accurate, comprehensive and powerful emotional intelligence self-assessments, 360 multi-rater, training and coaching available.

The Assessment

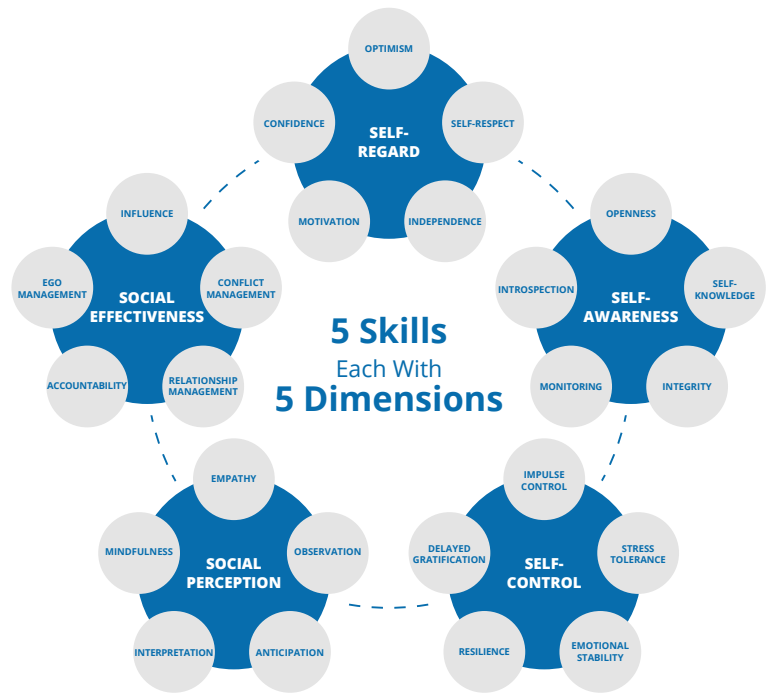
BlueEQ™ analyzes five key skill areas:

Each skill area is comprised of five dimensions. Dimensions are skill subsets that measure specific behaviors and attitudes that can be improved through a process of deliberate behavioral change.

The BlueEQ™ self-assessment consists of 150 rapid response questions and takes an average of 20 minutes to complete.*

- Instant visual results map
- Concise easy to read reports
- Target audience: All managers and individual contributors

*Designed by the BlueEQ™ research team of behavioral scientists and psychometricians and in partnership with industry experts.



The PS16™

Four Quadrants of Psychological Safety™

Psychological Safety is a shared belief that it's safe to discuss ideas, experiment, take risks, give feedback, and learn from mistakes. The PS16™ organizational assessment measures the 4 Quadrants of Psychological Safety™: Learner Safety, Challenger Safety, Collaborator Safety and Inclusion Safety.

Learner Safety

It's safe to:

- Discover
- Ask questions
- Experiment
- Learn from mistakes
- Look for new opportunities



Challenger Safety

It's safe to:

- Challenge the status quo
- Speak up
- Express ideas
- Identify changes
- Expose problems



Collaborator Safety

It's safe to:

- Engage in an unconstrained way
- Interact with colleagues
- Have mutual access
- Maintain open dialogue
- Foster constructive debate



Inclusion Safety

It's safe to:

- Know that you are valued
- Treat all people fairly
- Feel that your experience and ideas matter
- Include others regardless of title/position
- Openly contribute



Comprehensive and rigorous, the BlueEQ™ assessment provides accurate and actionable results.

The Report

BlueEQ™ Skills

SELF-REGARD 85%	SELF-AWARENESS 74%	SELF-CONTROL 63%	SOCIAL PERCEPTION 76%	SOCIAL EFFECTIVENESS 80%
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BlueEQ™ Dimensions

OPTIMISM 83%	OPENNESS 67%	IMPULSE CONTROL 33%	EMPATHY 80%	INFLUENCE 70%
SELF-RESPECT 83%	SELF-KNOWLEDGE 80%	STRESS TOLERANCE 67%	OBSERVATION 80%	CONFLICT MANAGEMENT 90%
SELF-CONFIDENCE 87%	INTEGRITY 87%	EMOTIONAL STABILITY 43%	ANTICIPATION 77%	RELATIONSHIP MANAGEMENT 77%
MOTIVATION 73%	MONITORING 67%	RESILIENCE 97%	INTERPRETATION 77%	ACCOUNTABILITY 93%
INDEPENDENCE 97%	INTROSPECTION 70%	DELAYED GRATIFICATION 73%	MINDFULNESS 67%	EGO MANAGEMENT 70%

SUCCESS FACTOR

These skills set you apart and drive your success in working with others.

STRENGTH FACTOR

Skills that come naturally as you work with others.

GROWTH FACTOR

These skills are partially developed and could become more effective with improvement.

LIMITING FACTOR

These are EQ skills and dimensions you have only slightly developed. Limited factors restrict your ability to interact and influence others effectively.

RISK FACTOR

Skills that are poorly developed and may negatively impact your career, relationships and may lead to failure.

THE *iAP*™ PROCESS



SUSTAINABLE • BEHAVIORAL • CHANGE

INTERPRET

Analyze your BlueEQ™ profile to discover:

- Your patterns and themes
- Surprising areas
- Weak areas
- Strong areas
- The unique stories behind your emotional intelligence

PRIORITIZE

Considering both strengths and weaknesses, isolate two or three BlueEQ™ dimensions to improve over the next 90 days. Identify and document:

- The rationale
- The costs of doing nothing
- Potential benefits
- Why it matters now

PLAN

Create a 90-day action plan that defines:

- Current performance
- Milestones
- Obstacles
- Accountability
- Learning sources

PRACTICE

Identify and document specific behaviors that you will follow over the next 90 days:

- Daily
- Weekly
- Monthly
- As-needed

PROVE

Identify, document, and measure your progress on four levels:

- Personal
- Interpersonal
- Organizational
- Supervisory

How to Engage with BlueEQ™ Solutions

BlueEQ™ ASSESSMENT

Engagements include two BlueEQ™ assessments, one for pre-training and the other for post-training to measure improvements.

BlueEQ™ ONLINE

Live online delivery with content in interactive modules to help participants improve EQ skills and behaviors.

Online Sessions -

Each session utilizes training content from the BlueEQ™ workshops and covers critical elements of the i4P™ behavioral change process. Sessions are facilitated online and designed to help participants reach their emotional intelligence development goals.

BlueEQ™ WORKSHOPS

In-house workshop combined with the BlueEQ™ assessment, the i4P™ process and a 90-day development plan for sustainable behavioral change.

Interpretation Track -

A two-hour content module that provides interpretation of the BlueEQ™ assessment results. Designed to enhance your existing talent development initiatives.

Performance Track -

A half-day program and impactful way to create sustainable behavioral change applying the i4P™ process.

Mastery Track -

A full-day program combining the complete performance track with added rigorous and interactive skill-building exercises for each of the five EQ skills.

BlueEQ™ CERTIFICATION

Online and in-house certification allows organizations to customize the learning experience. Scale in a cost effective way using your internal staff.

Coach Level -

Ideal for managers and leaders to provide individual coaching to encourage sustainable behavioral change using the i4P™ process.

Facilitator Level -

Designed for in-house training professionals responsible for talent and leadership development. BlueEQ™ will achieve leadership and development initiatives.

BlueEQ™ ONLINE ACADEMY

All participants receive unlimited access to our on-demand articles, blogs, videos and podcasts.

BlueEQ™ PEER COACHING

Participants are assigned a peer coach to encourage accountability and application of the i4P™ process.