BlueEQ™ Emotional Intelligence Model

BlueEQ™ is a market-leading emotional intelligence solution designed for senior leaders, managers, and individual contributors. It integrates a powerful, validated assessment with a high-impact training workshop. BlueEQ™ accelerates the development of five critical emotional intelligence skills to create measurable career and business impact.

Core Logic

Anchored in cutting-edge research, BlueEQ™ is built on the core logic that emotional intelligence is the primary enabling skill for creating psychological safety. As confirmed by 5 years of research, psychological safety is the essential requirement for successful team and organizational performance.

Course Objectives

1. Increase your personal emotional intelligence
2. Build your team’s psychological safety
3. Build trust and engagement during times of stress
4. Demonstrate greater interpersonal effectiveness
5. Create career and business impact
Four-Stage Integrated Solution

BEFORE WORKSHOP
- Registration
- Self-Assessment
- Pre-work
- Review Heatmap

WORKSHOP
- Interpret Heatmap
- Career Impact
- Business Impact
- Psychological Safety
- i4P™ Planning
- Skill-Building
- Peer Coaching

30-90 DAY DEVELOPMENT
- Peer Coaching Sessions
- Supervisor Accountability
- Practice & Feedback
- BlueEQ™ Academy

RETEST & COMPARE
- Self-Assessment Retest
- i4P™ Update
- Align Career Impact
- Align Business Impact

Live Virtual Session Timing

The BlueEQ™ course is a half-day, highly interactive, discovery-based learning experience that incorporates peer coaching, skill-building exercises and group discussion. Based on our proprietary i4P™ five-step process, participants complete a 60-90 day personal development plan for three emotional intelligence dimensions. Once the 90 days are complete, participants will again take the BlueEQ™ Self-Assessment.

<table>
<thead>
<tr>
<th>Topic</th>
<th>Approximate Duration</th>
<th>Suggested Timing</th>
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<tbody>
<tr>
<td>Facilitator Kickoff &amp; Introductions</td>
<td>15 minutes</td>
<td>8:30 – 8:45</td>
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<tr>
<td>Module 1: Why Emotional Intelligence?</td>
<td>20 minutes</td>
<td>8:45 – 9:05</td>
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<tr>
<td>Module 2: Introduction to the i4P™ Process</td>
<td>80 minutes</td>
<td>9:05 – 10:25</td>
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<tr>
<td>Break</td>
<td>15 minutes</td>
<td>10:25 – 10:40</td>
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<tr>
<td>Module 3: Creating Psychological Safety</td>
<td>70 minutes</td>
<td>10:40 – 11:50</td>
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<tr>
<td>Module 4: Creating Sustainable Behavioral Change</td>
<td>40 minutes</td>
<td>11:55 – 12:30</td>
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<tr>
<td>Total Time</td>
<td>4 hours (including Break)</td>
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