Welcome to Qualifying.org

BarOn EQ-360

Introduction

Standard Courses:

- MBTI®
- CPI 260™
- Strong interest inventory-
- Type 380™
- BarOn Emotional Quotient Inventory-
- The Attentional & Interpersonal Style Inventory® (TAIS)
- BarOn EQ-360
- VOICES®
- ideaDynamics®

Qualifying Refresher Program

Masterclasses:

- MBTI®
- Conflict Dynamics Profile®
- FIRO-B®

Training Schedule

Community Network

How the Web site works

Value Added

Built on the framework of social and emotional intelligence developed EQ-360 provides for multi-rater data that covers five dimensions and 15 model. It is an 88 item tool that provides rater group score averages so can see if the boss, peers, direct reports, or others view the same beh similarly.

Combining the EQ-360 with the BarOn EQ-i® provides extensive and ro of emotional intelligence. Raters use a five point scale (Very seldom true for each of the 88 items as descriptors of the individual being rated. Tl following scales:

- Intrapersonal
  - Self Regard
  - Emotional Self
  - Assertiveness
  - Independence
  - Self-actualization
- Interpersonal
  - Empathy
  - Responsibility

Interpersonal Relationship

Stress Management

- Stress Tolerance
- Impulse Control
- Adaptability
- Reality Testing
- Flexibility
- Problem Solving
- General Mood
- Optimism
- Happiness

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BarOn Emotional Quotient-360 (BarOn EQ-360™)

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Aim

Emotional intelligence (EI) reflects the ways a person interacts with and applies his or her knowledge to daily life. Broadly speaking, emotional intelligence addresses the emotional, personal, social, and survival dimensions of intelligence. EI is concerned with understanding oneself and others, relating to people, and adapting to and coping with the immediate surroundings to be more successful in dealing with environmental demands.

Based on the first scientifically validated measure of emotional intelligence, BarOn EQ-360™ assesses emotional and social intelligence (EQ) from a multi-rater perspective. EQ-360 observer ratings are combined with the results of a standard BarOn EQ-I self-assessment that has been completed by the individual of focus. The result is a comprehensive 360-degree profile in which external impressions of a person's EI are combined with that person's self-rating.

BarOn EQ-360™ assessments are ideal for use in corporate environments where developing successful human interaction between individuals, teams, and throughout the entire organization is crucial. The EQ-360 assessment identifies key employee strengths and identifies impediments to high performance that can be improved or further developed. The assessment process can also be used to measure progress where formal coaching is used as a developmental strategy for EI skill enhancement. The strength of the EQ-360 lies in its ability to improve the connections between individuals and their peers, direct reports, and managers to enhance the performance of the organization as a whole.

BarOn EQ-360 provides valuable information and insight in clinical, medical, and research settings. This instrument yields psychometrically sound feedback for assessing an individual's present emotional and social functioning, specific strengths and weaknesses, and overall degree of psychological well-being. In medical settings, the EQ-360™ is useful for evaluating EI inpatients suffering from stress-related disorders and severe medical problems. BarOn EQ-360™ can also be applied in clinical, medical, business, and management research when a comprehensive and multi-perspective measure of emotional and social intelligence is needed.

User Qualifications

BarOn EQ-360™ tests must be administered and interpreted by an appropriately qualified individual. Qualified users include licensed professionals in the areas of psychology, education, medicine, social work, human resources or other professionals who have been certified by MHS to administer and interpret BarOn EQ-360™. Users must have formal training in psychometric principles.

Users should be familiar with the standards for educational and/or psychological testing jointly developed by the American Educational Research Association, the American Psychological Association, and the National Council on Measurement in Education (APA, 2002; AERA, APA. & NCOME, 1999).

Format

BarOn EQ-360™ can be administered in a paper or online format. Paper-and-pencil scoring involves mailing, emailing, or faxing the response sheets to MHS. The Multirater Feedback Report is then returned within 24 hours of scoring. Online administration of BarOn EQ-360™ requires that the administrator first contact an MHS Client Service Specialist to create a Scoring Organizer account and purchase scores. Scoring and reporting are automated.

Norming

BarOn EQ-360™ was normed with a sample of 1,000 rater who rated 746 raters. The international sample included participants from North America, Australia, the Netherlands, South Africa, Sweden, and the UK. The sample is representative of several business sectors including architecture, finance, engineering, healthcare, education, and government.

The standard scores provided in the BarOn EQ-360™ Multirater Feedback Report are calculated using the means and standard deviations for the total normative sample and each rater group.

Instrument

Raters are recruited and assigned to the appropriate rater groups. There are six rater groups comprised of managers, peers, direct reports, clients, family/friends, and in other raters. Each rater completes a BarOn EQ-360™ assessment concerning a particular rater or subject. The rating completes a BarOn EQ-I, self-report, and these results are compared to those of the various rater groups.

BarOn EQ-360™ employs a three-person, 5-point rating scale that is similar to that of EQ-I, with ratings ranging from “Very Seldom True” to “Very Often True.” Like BarOn EQ-I, EQ-360 responses render a Total EQ score, 5 composite scale scores, and 15 subscale scores. The composite scales and subscales are listed below.

Composite Scales | Subscales
---|---
Intrapersonal | Self-Regard
Emotional Self-Awareness
Assertiveness
Independence
Self-Actualization
Interpersonal | Empathy
Social Responsibility
Interpersonal Relationship
Stress Management | Stress Tolerance
Impulse Control
Adaptability | Reality Testing
Flexibility
Problem Solving
General Mood | Optimism
Happiness

Results are provided in a comprehensive, 20+ page Multirater Feedback Report that identifies self vs. rater scores at the total, composite, and subscale level, and notes response frequencies for all items. This report is suitable for distribution among the assessed individuals.

Scientific Validation

EQ-360 was developed following rigorous test-development procedures. Scale and subscale reliabilities were good to excellent, ranging from .77 for Assertiveness to .98 for Total EQ. Correlations between BarOn EQ-I and EQ-360 raters were significant. Findings suggested that self-ratings were not significantly higher or lower than observer ratings. Inter correlations between the EQ-360 subscales and composite scales revealed moderate to high correlations.

Detailed data are presented in the manual, including:
- Internal consistency/inter-rater reliability
- Correlations between BarOn EQ-I and EQ-360
- Inter-rater correlations
- Age and gender analyses
- A case study to show the application of the EQ-360

Supporting Literature


