



### The Foundation of Decision-Making

In the workforce today, businesses are now structured in a way that almost everyone has some level of decision-making ability. Whether the decisions are big or small, they have a direct impact on how successful, efficient and effective individuals are on the job.

As a result, it is becoming more and more important for employees to focus on and improve their decision-making abilities. This may seem as simple as learning from our mistakes, but it really starts at a much deeper level. Making better decisions starts with understanding your own Emotional Quotient (EQ).

### What is Emotional Quotient?

While it is often misunderstood as intelligence quotient (IQ), Emotional Quotient is different because instead of measuring your general intelligence, it measures your emotional intelligence. Emotional Quotient is the ability to sense, understand and effectively apply the power and acumen of emotions to facilitate high levels of collaboration and productivity. In the business environment, Emotional Quotient is important because it helps you leverage your awareness of emotions for effectiveness in the workplace.

### Assessing Emotional Quotient

The TTI Emotional Quotient assessment measures an individual's emotional intelligence with an online questionnaire that is immediately analyzed to produce a report with detailed information about the individual's Emotional Quotient score. The higher the score in the report is, the higher the level of emotional intelligence will be.

At any level, the TTI Emotional Quotient report will empower individuals to understand their own EQ so they can avoid making high-risk decisions without understanding how their emotions are influencing their choice. Instead they can make educated, sound decisions with their head, instead of just their heart.

### The Five Areas of Emotional Quotient

The TTI Emotional Quotient report focuses on five areas within interpersonal and intrapersonal intelligence. Intrapersonal intelligence is the ability to understand oneself, while interpersonal intelligence is the ability to understand others.

#### Intrapersonal Emotional Quotient

- **Self-Awareness** – The ability to recognize and understand your moods, emotions and drives, as well as their effect on others.
- **Self-Regulation** – The ability to control or re-direct disruptive impulses and moods and the propensity to suspend judgment and think before acting.
- **Motivation** – A passion to work for reasons that go beyond money and status and a propensity to pursue goals with energy and persistence.

#### Interpersonal Emotional Quotient

- **Social Skills** – A proficiency in managing relationships and building networks.
- **Empathy** – The ability to understand the emotional makeup of other people.

### Applications in Your Business

With TTI Emotional Quotient, you can improve the coaching and development process by giving superior performers the opportunity to truly understand their emotional intelligence. The TTI Emotional Quotient report will help identify ways they can take action to accelerate their Emotional Quotient development and leverage their new knowledge to make better decisions on the job.

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