



Realising potential

ESCI (Emotional Social Competency Inventory)

“What really matters for success, character, happiness and lifelong achievements is a definite set of emotional skills – your EQ — not just purely cognitive abilities that are measured by conventional IQ tests”

Daniel Goleman

What is ESCI 360 Feedback?

As assessment tool used to drive the development of Emotional Intelligence (EI)

Why is it so important?

Research shows that EI accounts for more than 85% of star performance in top leaders and EI behaviours create the conditions that drive performance

A little more about ESCI

Self-awareness sits at the cornerstone of EI and supports self-management and social awareness. These in turn are the building blocks for relationship management and effective long-term performance.

Business Benefits

- Measure high performance behaviours in your employees
- Develop high performance in your employees
- Track improvements
- Embed a culture of high performance within your organisation

Return on Investment

- Enhances innovation
- Faster acceptance of change and integration initiatives
- More flexible use of time and resources
- Improved motivation
- Teamwork and collaboration

How does ESCI work?

Employees and their raters feedback on 12 emotional and social intelligence competencies and a detailed report is provided against the output for the employee which will form the basis of the 1:1 coaching feedback session. Individuals are able to view a holistic report showing the full feedback loop and from this position can create actions and goals to close out the blind spots and gaps that may exist.

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