



Emotional Intelligence is about making intelligent responses to negative feelings and using specific skills to generate positive emotions in one's self and others through being present, empathetic, genuine, resilient, and empowering in our behavior as often as possible.

At both Genos International and Great Lakes Profiles, helping people understand and develop Emotional Intelligence (EI) is what we do. We help individuals and teams improve their impact, relationships, resilience, and leadership. We're passionate about changing how people work together. It's all about demonstrated Emotional Intelligence and helping individuals understand "how they show up at work" either positively or negatively impacts others.

HOW DO WE DO IT?

We provide the widest range of modern EI assessment in the marketplace. The following are the three categories of Genos EI reports – **Selection**, **Workplace Behavior** (individual contributors/high potentials) and **Leadership**.

The **Genos EI Selection Report** is the best measure of how a job candidate demonstrates EI across seven key EI competencies and it allows hiring managers to utilize those measurements to make the best possible hiring decisions. Each section contains open-ended behavioral based interview questions plus an interview evaluation guide.

The **Genos EI Workplace Behavior Self Report** determines how efficiently a person believes they exhibit EI in the workplace as well as their beliefs on the importance of EI.

The **180° EI Workplace Behavior Report** displays how efficiently high potentials exhibit EI in the workplace as reported by colleagues and it compares those measurements to those of the self.

The **360° EI Workplace Behavior Report** details how well high potentials exhibit EI in the workplace and how that behavior is important to their boss, peers, and others and it compares those measurements to those of the self.

The **Genos EI Leadership Behavior Self Report** measures how efficiently new supervisors believe they exhibit EI in the workplace as well as their beliefs on the importance of EI. Development tips are provided with each assessment.

The **180° EI Leadership Behavior Report** displays how efficiently supervisors and managers exhibit EI in the workplace as reported by workplace colleagues and it compares those measurements to those of the self. Development tips are provided with each assessment.

The **360° EI Workplace Behavior Report** details how well a leader exhibits EI in the workplace and how that behavior is important to their boss, peers, and direct reports and it compares those measurements to those of the self. Development tips are provided with each assessment. When five or more direct reports participate, an Engagement Survey can be activated.



ENHANCEMENT PROGRAMS

In addition to a powerful suite of EI products, we also offer four game-changing enhancement programs designed to help participants develop key skills in the areas of emotional intelligence, engagement, mindfulness, and resilience. These programs can be run in a one-on-one coaching engagement or with a group to develop core emotional intelligence skills.



