

Exploring Emotional Abilities. (EEA)

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❖ **Based on Goleman's model for assessing emotional intelligence at work**

❖ **Main factors:** 1) Self-awareness, 2) Self-Control, 3) Motivation, 4) Empathy, 5)

Social Skills

❖ **General nature of the tool**

❖ Not restricted to 'Understanding' of emotions, also tries to encompass behavioral outcomes of emotionality.

❖ Measures performance at various tasks and also how this ability is used across situations

❖ **Sub factors in EEA**

❖ Emotional awareness, Accurate self assessment, Self confidence,

❖ Self control, Trustworthiness,

❖ Achievement drive, Commitment, Optimism

❖ Understanding others, Developing others, Leveraging diversity

❖ Influence, Leadership

❖ **Strengths of the tool**

❖ A combination of various forms: objective, descriptive, projective and situational

❖ Offers items comparatively free from bias

❖ Includes ability as well as implication oriented content

❖ **The normative details (N=337)**

❖ Internal consistency (reliability) using item discrimination index : ranges from .18 to .86

❖ Inter correlations of the area scores to total score range from 0.164 to 0.623

❖ Concurrent Validity with MSCEIT ranges from 0.12 to 0.40

❖ Content validity using inter-rater agreement index also found satisfactory

❖ Administration

- ❖ Administration Options: English and Marathi
- ❖ To be administered only by a qualified and trained psychologist.(as given in the manual)
- ❖ Population suitable: any person beyond 18 years of age, education preferably minimum 10th or 12th standard,
- ❖ Time required: minimum one and half hour
- ❖ Not to be administered to a group more than five at a time(preferably individual administration)

❖ Scoring procedure

- ❖ Manual scoring
- ❖ As per the guidelines in the scoring manual
- ❖ Orientation and practice under supervision is essential

❖ Applicability

- ❖ Corporate Setting
- ❖ Educational Setting
- ❖ Clinical Setting
- ❖ Research Setting
- ❖ Preventive programs
- ❖ Marital and family counseling

