

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-i®, EQ-360™ assesses emotional and social intelligence (EI) from a multirater 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 performance in the organization as a whole.

BarOn EQ-360 provide 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, & NCME, 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 uses. Scoring and reporting are automated.

Norming

BarOn EQ-360™ was normed with a sample of 1,900 raters who rated 745 ratees. This international sample included participants from North America, Australia, the Netherlands, South Africa, Sweden, and the U.K.. This 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.

American Psychological Association, 2002; American Educational Research Association, American Psychological Association, & National Council on Measurement in Education, 1999.

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 mixed/other raters. Each rater completes a BarOn EQ-360™ assessment concerning a particular ratee or subject. The ratee completes a BarOn EQ-i® self-report, and these results are compared to those of the various rater groups.

BarOn EQ-360™ employs a third-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. Intercorrelations between the EQ-360 subscales and composite scales revealed moderate to high correlations.

Detailed data are presented in the manual, including

- Internal consistency/internal reliability
- Correlations between BarOn EQ-i® and EQ-360
- Interscale correlations
- Age and gender analyses
- A case study to show the application of the EQ-360

Supporting Literature

Bar-On, R. (1997). BarOn Emotional Quotient Inventory (EQ-i): A measure of emotional intelligence. *Toronto, Canada: Multi-Health Systems.*

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