



DIAGNOSTIC ASSESSMENT TOOLS

KATHA JONES | [KATHAJONES.COM](https://kathajones.com)

Diagnostic Assessment Tools

To map the development journey to your experience, your leadership, behavioural and EI competencies will be measured through the SEIP® or the SEIP-360® developed by Dr Laura Belsten.

The Social and Emotional Intelligence Profile (SEIP) ® is the most comprehensive, statistically-reliable, scientifically-validated instrument on the market today. Based on over 10 years of extensive research, the SEIP ® identifies an individual’s social and emotional intelligence strengths and development opportunities.

Based on the latest research in the field of social and emotional intelligence, the SEIP four-quadrant model is the model used in 75 percent of Fortune 500 companies today. The SEIP measures the 26 competencies identified as critical in social and emotionally intelligent individuals, families, teams and organizations.

View the four Quadrant Model [here](#).

	Self	Other
Awareness	<p style="text-align: center;">Self-Awareness</p> <ul style="list-style-type: none"> • Emotional Self Awareness • Accurate Self Assessment • Personal Power 	<p style="text-align: center;">Other Awareness</p> <ul style="list-style-type: none"> • Empathy • Situational/Organizational Awareness • Service Ethic
Management	<p style="text-align: center;">Self Management</p> <ul style="list-style-type: none"> • Behavioral Self Control • Integrity • Innovation & Creativity • Initiative & Bias for Action • Achievement Drive • Realistic Optimism • Resilience • Stress Management • Personal Agility • Intentionality 	<p style="text-align: center;">Relationship Management</p> <ul style="list-style-type: none"> • Communication • Interpersonal Effectiveness • Powerful Influencing Skills • Conflict Management • Inspirational Leadership • Catalyzing Change • Building Bonds • Teamwork & Collaboration • Coaching & Mentoring Others • Building Trust

Credit: Institute for Social Emotional Intelligence (ISEI)

In addition to identifying areas of strength and areas for improvement, the instrument provides detailed descriptions of emotionally and socially intelligent behaviours when present and when lacking, as well as extensive suggestions for development, helpful for leaders, coaches , HR professionals and the individual receiving the results.

The 78-item SEIP is available online as both a self-report and 360 multi-rater format. Three versions are available: Adult, Youth and Workplace (which uses business language). All reports are administered online, and results are immediately available to view online or download in a PDF format. For teams and organizations, we will also provide, if needed, a team report on strengths and development needs, so that training dollars can be directed to target the areas that are most needed, at no additional cost.

Why use the SEIP?

- Based in the leading model of emotional intelligence and social and emotional intelligence is use today, a model used by over 75% of Fortune 500 companies
- Highly accurate, valid and reliable – in fact, the 3rd party evaluation team stated the SEIP® is “the most valid and reliable instrument we’ve seen in over 8 years of doing this work!”
- Quick, easy to use and understand (administered electronically)
- Delivered in a beautiful, full-colour comprehensive assessment report (41 pages) to present to your clients
- Evidence-based, developed using the latest Social + Emotional intelligence research, in development for over 10 years by Dr. Laura Belsten.

In addition, the SEIP:

- measures both social AND emotional intelligence competencies (not just EI as some instruments do)
- Is the most comprehensive Social + Emotional instrument on the market, measuring 26 relevant and distinct social and emotional intelligence competencies
- Describes in behavioural terms what it looks like when an individual has the social and emotional intelligence skills and when they don’t
- Provides development suggestions for executive leaders, HR managers, coaches and individuals being coached, including practical action steps and plans
- Is available in two editions: self-scoring and as a 360 multi-rater assessment and in three versions: Work – Adult – Youth*

*The Work Version is for use by executive leadership, corporate and business coaches desiring to measure social and emotional intelligence in the workplace.

*The Adult version is ideal for life and relationship coaches working with adults.

*The Youth version is for life coaches working with adolescents 11-17 years of age.

Features of the SEIP:

- Easy to administer and easy to follow clear instructions and tailored personal and professional development strategies
- Subjective online self-assessment takes only 10-15 minutes
- Comes with a complete suite of tools and resources to support learning, development and personal growth in social and emotional intelligence, positive psychology and effective behavioural change.
- Assessment has a high statistical reliability and accuracy

SEIP-360

The SEIP-360 is a great tool for gathering the perceptions of everyone around an individual regarding that individual's social and emotional intelligence and current behaviours. It measures emotional intelligence performance - or how your EQ is showing up and impacting others – the SEI 360 is an in-depth multi-rater feedback tool that provides clear, valuable feedback in a framework for action. It provides an accurate representation

Of what an individual's supervisor, peers, direct reports, customers (internal and external) and others think about an individual's performance in the 26 distinct social and emotional intelligence competencies.

Three open-ended questions are also included where respondents may provide additional information on the person's strengths and development needs.

A SEI-360 assessment equips a client to answer essential questions:

- How is your EQ impacting others?
- How does your self-assessment compare with other's assessment of you?
- How can you leverage your EQ to have a more positive impact on those around you?

Benefits of using the SEI-360

The SEI-360 is the ideal blend of simplicity and power. It's brief but substantive, providing clear, valuable feedback in the framework of the powerful social and emotional intelligence 4 quadrant model.

The SEIP-360 comes complete with an Individual Development Plan (IDP) template built in that the individual can use to begin planning for the changes he/she intends to make, based on the increased awareness of how others perceive him/her, and the impact he or she is having on the people around them. The report also provides an in-depth view of the 26 competencies, what it looks like in behavioural terms when they are present and when they are lacking, as well as a set of practical developmental tips for each competency.

- 1:1 leadership coaching & in-depth development
- Individual Development Plan template
- Succession planning
- Team transformation
- Building more productive and resilient teams

Features:

Behaviourally focused

Unlimited raters

Fully customizable rating groups

Self-assessment compared with rater assessment

Substantive, practical open-ended terms

Opportunity to add evidence or comments on every item

Clear visual comparisons