



Emotional & Social Intelligence Capability Framework and Profile (ESI)[®]

BE MORE. BE BETTER. BE INSPIRED

Emotional & social intelligence is growing in recognition for its contribution to organisational and leadership effectiveness. The ESI Capability Framework and Profile informs you how to develop these crucial skills for your leadership toolkit.

What is the Emotional & Social Intelligence Capability Framework and Profile? (ESI)

ESI is a 360 degree tool that provides feedback from your immediate work circle and important stakeholders. The Framework includes a range of criteria relating to self and social insight and mastery. These include your intentions, emotions, skills, and social factors that determine how well you know yourself, understand your organisational, cultural, social, and interpersonal context, and function within the multiple layers of organisational life.

The ESI report is full of ideas and suggestions to improve your emotional and social intelligence that are tailored for you. Also included are others' observations of your leadership contributions over the past six months.

Who is it for?

Anyone who wants to know how to be more effective in terms of leadership capabilities and behaviours.

If you want to be a more effective leader, you need your team to tell you how you're currently doing.

Why do you need it?

The ESI Profile tool can be used effectively in many scenarios including:

- Resilience & stress management
- Cross cultural teamworking
- Leadership & management development
- Conflict resolution & problem solving
- Executive coaching & mentoring
- Career and succession planning

What are the benefits of the ESI?

- Shows clear examples of behaviours in the twelve categories of the four dimensions.
- Identifies your strengths and how to leverage them.
- Takes the guesswork out of knowing where to focus your efforts and resources for increased impact.
- You know how to close the gap between how you see yourself and how others see you.
- Gives insight into hidden areas & behaviours not known to self.
- A six-month formal accountability check-in system to identify growth against agreed actions.
- It's easy to understand and get started.



Leaders with high EQ engage, influence, and make better decisions