

EMOTIONAL CAPITAL REPORT & 360 TOOLS



“What lies behind us and what lies before us are small matters compared to what lies within us. And when we bring this out into the open...miracles happen.” *Henry David Thoreau*

Research shows convincingly that **emotional intelligence** is more important than cognitive intelligence in almost every role and many times more important in leadership roles. Being aware of how emotions in ourselves and others drive behaviours and developing the skills to manage these emotions intelligently is a critical leadership skill.

Benefits for leaders

- Enhanced self-awareness:** You can better understand your own emotions, strengths, and weaknesses, allowing you to manage your performance and accept feedback constructively.
- Improved stress and conflict management:** High emotional intelligence helps you stay composed under pressure, manage impulses, and navigate conflicts with greater ease and clarity.
- More effective communication:** As an emotionally intelligent leader, you can read situations and communicate more clearly and honestly, leading to better understanding and problem-solving.
- Stronger relationships:** By understanding your own emotions and those of others, you can build trust and foster more positive and collaborative relationships with your teams.

Benefits for organisations

- Increased employee engagement and retention:** Leaders who understand their employees' needs and emotions can address issues promptly, which boosts morale and helps retain talent.
- Higher team performance:** Stronger relationships and better communication lead to more effective teamwork, increased efficiency, and improved overall team performance.
- Better problem-solving and decision-making:** A more collaborative and less conflict-prone environment allows for more effective strategic thinking, problem-solving, and decision-making across the organisation.
- More positive and innovative culture:** Emotional intelligence fosters a more supportive, respectful, and inclusive workplace where employees feel valued, which in turn drives greater innovation and engagement.

The ECR provides a valid and reliable measurement of your leadership potential based on your EQ. It accurately assesses and quantifies your skills across all 10 Emotional Capital competencies below.

Roche Martin ECR360

The 360 Multi-Rater Report combines responses from chosen raters and compares these scores to your 'ECR Self' scores so that you can gain an understanding of the differences in perception and identify appropriate development actions.

Emotional Capital Model



INNER focus

This cluster of competencies enables you to develop your leadership presence and communicate authentically and openly: ***self-knowing, self-control, self-confidence & self-reliance.***



OTHER focus

These competencies enable you to grasp the emotional dimensions of a business situation and enhance your capacity to influence others to achieve productive outcomes: ***empathy, relationship skills & straightforwardness.***



OUTER focus

These competencies enable you to take on new challenges and respond creatively and effectively to new opportunities: ***adaptability, optimism & self-actualisation.***

★ Invest in developing emotional intelligence today because resilient, empathetic leaders build cultures when people and performance thrive. ★

📞 Get in touch today for an informal discovery session

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