



*Reuven Bar-On, Ph.D., & (for Youth Version)
James D. A. Parker, Ph.D.*

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.

BarOn EQ-i® assesses emotional intelligence in a variety of settings including corporate, educational, clinical, medical, and research settings. Potential users of BarOn EQ-i® include psychologists, psychiatrists, human resource professionals, organizational consultants, physicians, social workers, and guidance or career counselors.

BarOn EQ-i® is very versatile in business environments. For instance, BarOn EQ-i® can make employee recruitment and selection a more reliable and efficient process. Thanks to BarOn EQ-i®'s brevity and multifaceted information, employers can use the instrument as a screening tool for selecting emotionally intelligent and potentially successful personnel. In addition, employers can use BarOn EQ-i® with current staff to evaluate ongoing functioning, well-being, and the effectiveness of organizational change and restructuring.

BarOn EQ-i® can also be used in a variety of educational settings. School psychologists and counselors can use BarOn EQ-i® to help identify students whose inability to cope adequately with academic demands could lead to developing emotional problems or dropping out of school. Results obtained from BarOn EQ-i® could also be used when exploring career and further educational options.

Within a clinical domain, BarOn EQ-i® is invaluable in helping to tailor treatment programs and evaluate their effectiveness. Based on a client's BarOn EQ-i® profile, medical staff can effectively assess a person's ability to deal with the pressures of being seriously ill with conditions such as heart disease, cancer, and AIDS, and the emotional demands of undergoing medical procedures.

Data generated from the patient's BarOn EQ-i® profile can aid mental health professionals in identifying emotional skills that should be addressed in the patient's treatment program. The data also illustrates areas of strength that can be used to bolster the patient's learning of new social and emotional skills. For example, the effectiveness of BarOn EQ-i® as a tool to measure sensitivity to psychosocial treatment was demonstrated in a study monitoring cardiac patients who underwent a stress reduction program subsequent to suffering myocardial infarction. (For details, refer to the references section of the *BarOn EQ-i® Technical Manual: BarOn, 1997*.) The inventory can also be used in assessing the potential for rehabilitation success of clients being considered for substance abuse recovery programs.

User Qualifications

BarOn EQ-i® and BarOn EQ-i:YV™ may be administered and scored by professionals with advanced training in psychological assessment and professionals from related disciplines that adhere to relevant assessment standards. The B-level qualification requires that, as a minimum, the user has completed courses in tests and measurement at a university or has received equivalent documented training in the use of BarOn EQ-i®. Qualified individuals must assume responsibility for the use, interpretation, and communication of the results. Individuals without formal psychological training and professional affiliations require BarOn EQ-i® training and certification. The certification program is available through MHS, Inc.; please contact our Customer Service Department for additional information at customerservice@mhs.com.

BarOn Emotional Quotient Inventory™

Norming

BarOn EQ-i® has been used to assess over 100,000 individuals worldwide. The normative data for the 133-item version is documented in the Technical Manual. The North American sample is diverse in terms of age, socioeconomic, educational, and occupational/ professional breakdown. BarOn EQ-i® has separate norms available for men and women based on age.

Age Group*	Males	Females
16 to 30	678	814
30 to 39	432	404
40 to 49	452	420
Over 50	214	229

*An additional 188 respondents did not indicate their age, gender, or both on the response sheet.

BarOn EQ-i:YV™ (the Youth Version) was normed on a sample of over 9,000 children and teenagers from elementary, junior high, and high schools in the United States and Canada.

Age Group	Males	Females
7 to 9	1348	1253
10 to 12	1581	1563
13 to 15	946	1020
16 to 18	750	711

Instrument

Respondents of either the adult or youth version are asked to rate each item on a five-point Likert-type scale ranging from (1) "Very Seldom or Not True of Me" to (5) "Very Often True of Me or True of Me." In addition to 4 validity indices and a sophisticated correction factor, the 133-item (BarOn EQ-i®) renders scores for the following composite scales and subscales.

- Intrapersonal Scales
 - Emotional Self-Awareness
 - Assertiveness
 - Self-Regard
 - Self-Actualization
 - Independence
- Interpersonal Scales
 - Interpersonal Relationship
 - Social Responsibility
 - Empathy
- Adaptability Scales
 - Problem Solving
 - Reality Testing
 - Flexibility
- Stress Management Scales
 - Stress Tolerance
 - Impulse Control
- General Mood
 - Happiness
 - Optimism

Readability analyses conducted on BarOn EQ-i® using the Flesch Reading Ease Formula indicate a sixth- to seventh-grade reading equivalent.

The 51-item BarOn Emotional Quotient Inventory: Short (BarOn EQ-i:S™) is easy to score and interpret. It contains the BarOn EQ-i® Total Score and the 5 BarOn EQ-i® composite scales listed above.



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The BarOn Emotional Quotient Inventory: Youth Version (BarOn EQ-i:YV™) consists of 60 items distributed across 7 scales. The instrument also includes an Inconsistency Index scale that assesses item response consistency. A short form is also available: BarOn EQ-i:YV(S)™ contains 30 items suited for screening large groups or in situations when time with a respondent is limited.

Measures Contained in the BarOn EQ-i:YV™ scales:

- Total EQ
 - Interpersonal
 - Intrapersonal
 - Adaptability
 - Stress Management
- General Mood
- Positive Impression
- Inconsistency Index

Measures Contained in the BarOn EQ-i:YV(S)™ scales:

- Total EQ
 - Interpersonal
 - Intrapersonal
 - Adaptability
 - Stress Management
- Positive Impression

Using the Dale-Chall procedure, readability of BarOn EQ-i:YV™ for both the long and short forms is at a North American fourth-grade reading level.

Translations



MHS' worldwide network of over 400 qualified translators with backgrounds in psychology and medicine enables us to offer our assessments in multiple languages. While we offer many assessments, in English, Spanish, and French, BarOn EQ-i® is also available in Chinese, Czech, Danish, Dutch, French (Canadian), German, Hebrew, Korean, Norwegian, Russian, Spanish (U.S.), and Swedish. To find out about other assessments offered in multiple languages, please contact the MHS Translations Department at translations@mhs.com.

Format

BarOn EQ-i®



Administration resources include the Technical and User's Manuals, Administrator's and Facilitator's Guides, Item Booklets, and Response Sheets. Administration of the adult version can occur in one of three formats: paper-and-pencil, computer software, or on the Internet. Convenient and easy scoring options are available. Whether you want age/gender norms or general population norms, you may choose mail-in or fax-in services for paper-and-pencil administrations; automatic scoring using BarOn EQ-i® for Windows™; and online scoring services for BarOn EQ-i® via Internet administrations. Each scoring option can produce one of four report types:

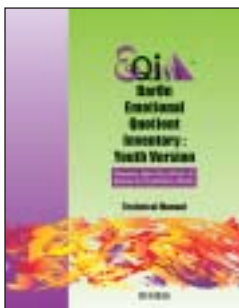
- The Individual Summary report offers a 4-page graphical representation of the overall EQ score, scores for each of the 5 composite scales and the 15 subscales, and validity results. The report is designed to be viewed by the administrator, not the client.
- The Development report is a 15-page report that includes the information available in the Individual Summary as well as an in-depth explanation of the meaning of the scores, individual strengths and weaknesses, and suggestions to improve emotional intelligence. Also included is a Counselor's Section displaying all of the scale and subscale scores in a tabular format, the item response sheet for verification of item endorsement, and the validity index scores. The entire report is designed to be viewed by the administrator, not the client.
- The Resource report is a 14-page report (that can be black and white or printed on colored paper) that presents BarOn EQ-i® scores in a graphical format with terminology conducive to development, coaching, and counseling. The

BarOn Emotional Quotient Inventory™

Resource report contains the same information and components as the Development report, except that test scores are not provided on the graphs. Instead, terminology such as “Effective Functioning” is used. This report is favored when the assessor wants to present the patient with a report during the feedback session or in therapeutic context. The Counselor’s Section of this report is designed for viewing by the administrator, not the client.

- The Group report is a 25 to 30-page report that provides an anonymous summary of BarOn EQ-i® scores for a group of respondents. In addition to Total EQ and subscale scores, frequency scores for each item are presented.

BarOn EQ-i:YV™



BarOn EQ-i:YV™ is available in MHS QuikScore™ format. This paper-and-pencil format is designed for easy recording, scoring, and profiling of responses. No scoring templates are necessary and because the respondent’s answers automatically transfer through to the concealed scoring page, the scores can be generated immediately and at the clinician’s convenience. Youth Version includes a Technical Manual.



BarOn EQ-i® and BarOn EQ-i:YV™ are incorporated into the MHS Professional Tool Suite of sophisticated software technology featuring SmartLink™, a client-management program. This software allows for computer-based assessments, custom integration with an enterprise database, or web application or site licensing arrangements. (For details about the capabilities and configuration possibilities of MHS Professional Tool Suite, please refer to the product brochure available from MHS or contact the MHS

Customer Service Department at customerservice@mhs.com.) A variety of Comparison reports permits the comparison of either an individual against a group or one group against another group. Comparison reports facilitate the tracking of performance across administrations to identify areas of improvement and areas that require ongoing intervention.

With Online administration, clients can complete the assessment remotely through a secure MHS assessment website. Administrators quickly receive the reports by email as Adobe Acrobat Reader® .pdf files.

Scientific Validation

BarOn EQ-i® was developed using rigorous test-development procedures. BarOn EQ-i®’s background and underlying theoretical concepts appear in the *EQ-i® Technical Manual*. The manual also offers a series of case studies as concrete examples of the instrument’s applicability across a variety of settings. Reliability and validity data provide empirical justification for BarOn EQ-i®’s use.

- The internal consistency of the BarOn EQ-i® scales show desirable levels of statistical accuracy in measuring the constructs they were developed to measure.
- The retest reliability studies demonstrate the temporal stability of the BarOn EQ-i®.
- Extensive validity studies were conducted, including content, factor, construct, convergent, divergent, criterion-group, discriminant, and predictive validity.

Please refer to the *EQ-i® Technical Manual* for further details.

The empirical research supports the theoretical scale structure of BarOn EQ-i® and BarOn EQ-i:YV™ (long and short forms) and shows that the scales correlate well with measures believed to tap similar or related constructs. Findings are consistent with the authors’ conceptualization of emotional intelligence and definitions of the BarOn EQ-i® subscales, and they show that these inventories are psychometrically sound.



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Supporting Literature

Barling, J., Slater, F., & Kelloway, E. K. (2000). Transformational leadership and emotional intelligence: An exploratory study. *Leadership and Organization Development Journal, 21*, 157–161.

Summary: The association between emotional intelligence and transformational leadership was investigated, controlling statistically for leaders' attributional style. It was shown that emotional intelligence is associated with 3 aspects of transformational leadership (idealized influence, inspirational motivation, and individualized consideration) and contingent reward. Active and passive management-by-exception, and laissez-faire management were not associated with emotional intelligence.

Dawda, D. & Hart, S. D. (2000). Assessing emotional intelligence: Reliability and validity of BarOn Emotional Quotient Inventory (BarOn EQ-i®). *Journal of Personality and Individual Differences, 28*, 797–812.

Summary: The reliability and validity of BarOn EQ-i® in a sample of university students were evaluated in the context of a larger program of research examining association between emotion and personality. BarOn EQ-i® scores were correlated against the NEOFFI (which measures Neuroticism, Extraversion, Openness, Agreeableness, and Conscientiousness), Beck Depression Inventory, Intensity of Affective Experience, Symptom Checklist (Somatization), and Alexythymia. The convergent and discriminant validities suggested that BarOn EQ-i® taps a fairly broad range of related emotional constructs. The interpersonal scale, however, had relatively small correlation with the other EQ composite scales, as well as a different pattern of convergent and discriminant validities. In general, the BarOn EQ-i® scales show a similar pattern of validity results for men and women, providing preliminary evidence for a lack of gender bias. These results suggest that the EQ Total score may be a good overall index of emotional intelligence.

Handley, R. (April, 1997). Emotional Intelligence. *Recruiter, 10–11.*

Summary: This study describes the research showing the relationship between BarOn EQ-i® scores and success in recruitment among Air Force staff. BarOn EQ-i® was completed by 1234 Air Force recruiters. Recruiters who thought of themselves as successful were compared with those who thought of themselves as unsuccessful. In addition, recruiters who were achieving 100 percent of their assigned goal were compared to those who were producing less than 80 percent of their goal. Results indicate that optimism with high self-regard and assertively solving problems, stress tolerance, flexibility, and self-actualization contribute to greater degrees of happiness and success in recruiting.

Reker, D. L., & Parker, J. D. A. (1999, August). Emotional intelligence, mood, and problem behaviors in children and adolescents. Poster session presented at APA 107th Annual Convention, Boston, MA. (For further information, contact the MHS Research & Development Department.)

Summary: This study used BarOn EQ-i® to examine the relationship between a parent's and child's emotional intelligence, as well as the relationship between a child's emotional intelligence and both internalizing and externalizing problem behaviors. A significant but low association was found between the mother's and father's emotional intelligence level. However, only the mother's level of emotional intelligence was significantly related to the child's emotional intelligence. Emotional intelligence in children was found to be a moderate to strong predictor of both externalizing and internalizing problem behaviors.

Sitarenios, G. *Emotional Intelligence in the prediction of sales success in the finance industry.* Toronto, Canada: Multi-Health Systems.

Summary: The BarOn EQ-i composite scales and subscales were correlated with 4 objective measures of success in 13 financial employees of the Global Private banking and Trust division of the Canadian Imperial Bank of Commerce (CIBC)

BarOn Emotional Quotient Inventory™

Measures of success were “booked sales”, “pipeline sales”, total 1 (the sum of the booked and pipeline sales), and total 2 (1/2 of the pipeline total + booked sales). The results suggest that emotional skills are highly related to overall success as evaluated by booked, pipeline, and combined values. The results indicate that the most important aspects of emotional intelligence for sales people are self-actualization, interpersonal relationship skill, and to a lesser extent empathy, flexibility, stress tolerance, reality testing, and independence.

Independent Review

Impara, J. C., & Plake, B. S. (Eds.). (2001). BarOn Emotional Quotient-Inventory (BarOn EQ-i®). *The fourteenth mental measurements yearbook* (pp. 106–109). Lincoln, Nebraska: Buros Institute.

Buros Mental Measurements Yearbook is the leading publication for critical analysis of tests and measures. Two independent reviewers are asked to evaluate the psychometric and practical value of test instruments. The evaluation of BarOn EQ-i® by both reviewers was positive, indicating that BarOn EQ-i® is a sound measure of emotional intelligence. Approval in Buros of psychometric quality is a very important marker of proper test development.

BarOn Emotional Quotient-Inventory Youth Version (BarOn EQ-i: YV™) is currently under review by Buros Institute.

BarOn EQ-i® Certification

MHS offers a 3-day certification program designed to help professionals learn to use BarOn EQ-i® effectively within their organizations. HR professionals, medical directors, employee assistance program administrators, business consultants, corporate professionals, educators, counselors, mental health and other professionals who are considering incorporating BarOn EQ-i® in their environment would benefit from participating.

Scheduled programs include detailed information and instruction about the administration, scoring, and interpretation of BarOn EQ-i®. Attendees will gain a full appreciation and understanding of the scientific strengths of BarOn EQ-i®.

BarOn EQ-i® Authors

Reuven Bar-On, author of BarOn EQ-i® and coauthor of BarOn EQ-i:YV™

Dr. Reuven Bar-On is a clinical psychologist and a senior psychodiagnostic consultant for a variety of institutions and organizations in Israel, including the Israeli Defense Forces, ministries, and other government offices. He received his Ph.D. in Psychology from Rhodes University (South Africa) in 1988. He has also received a lectureship at the Tel Aviv University Medical School in the Department of Family Medicine.

Dr. Bar-On has researched the area of emotional and social intelligence since 1980, and his research has crossed borders into more than 12 countries in an effort to develop a cross-cultural approach to describing and assessing the emotional, personal, and social components of intelligent behavior. As an international expert in the field of emotional intelligence, he lectured extensively on his work, has presented his findings at professional conferences, and has been interviewed around the world.

James D. A. Parker, co-author of BarOn EQ-i:YV™

Dr. James D. A. Parker is Associate Professor of Psychology in the Department of Psychology at Trent University, Canada. He earned his Ph.D. in psychology from York University in 1991.

Since 1992, Dr. Parker has also worked as a statistical and psychometric consultant for MHS. He has collaborated in the development of several assessment instruments and has published over 80 articles and chapters, mostly in the areas of alexithymia and emotional intelligence, personality and psychopathology, and coping. Much of his recent work has focused on the study of the regulation of emotion and the link between emotion regulation and mental and physical health. He is co-author (along with Graeme J. Taylor and R. Michael Bagby) of the recent book (1997) from Cambridge University Press titled *Disorders of Affect Regulation: Alexithymia in Medical and Psychiatric Illness*.