

# Benchmark of Organizational Emotional Intelligence

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## Organizational Report

**Name of Organization:**     **ABC Inc.**

Date of Report:                     Mar 29, 2005

Number of Employee Surveys Included:     24

Number of Invalid Protocols:             1



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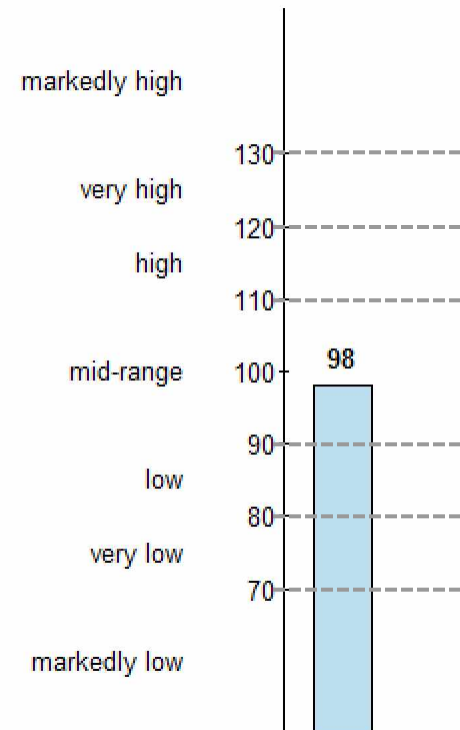
The Benchmark of Organizational Emotional Intelligence (BOEI) is an assessment tool designed to measure the level of emotional intelligence in an organization as a whole and in parts. Organizational emotional intelligence is an organization's ability to successfully and efficiently cope with change and accomplish its goals, while being responsible and sensitive to its people, customers, suppliers, networks, and society. Emotionally intelligent companies recognize that their employees are their key commodity, and that developing the people within translates directly into improving the bottom line. By understanding their needs, wants, and perceptions, the organization can identify their strengths and capitalize on them. As well, any areas of weakness will be brought to the fore and these areas can be targeted for further examination and action. By ensuring that the organization has the right people in the right places and by maximizing their contributions, smart organizations are increasing their productivity.

This report summarizes the results of the BOEI survey for ABC Inc. as a whole. There are no reference groups or subgroups of ABC Inc. included in this report. The use of standard scores provides a comparison to the normative sample. In addition to a detailed summary of the results, this report also provides suggestions for development strategies for the weakest areas of assessment for ABC Inc.. The Appendix contains descriptions of all the BOEI scales, as well as interpretive information for the scores.

For further information on this instrument and its results, please refer to the BOEI Technical Manual published by MHS.

## Total BOEI Score

The graph below displays the Total BOEI score. Interpretive guidelines are also indicated on the graph.



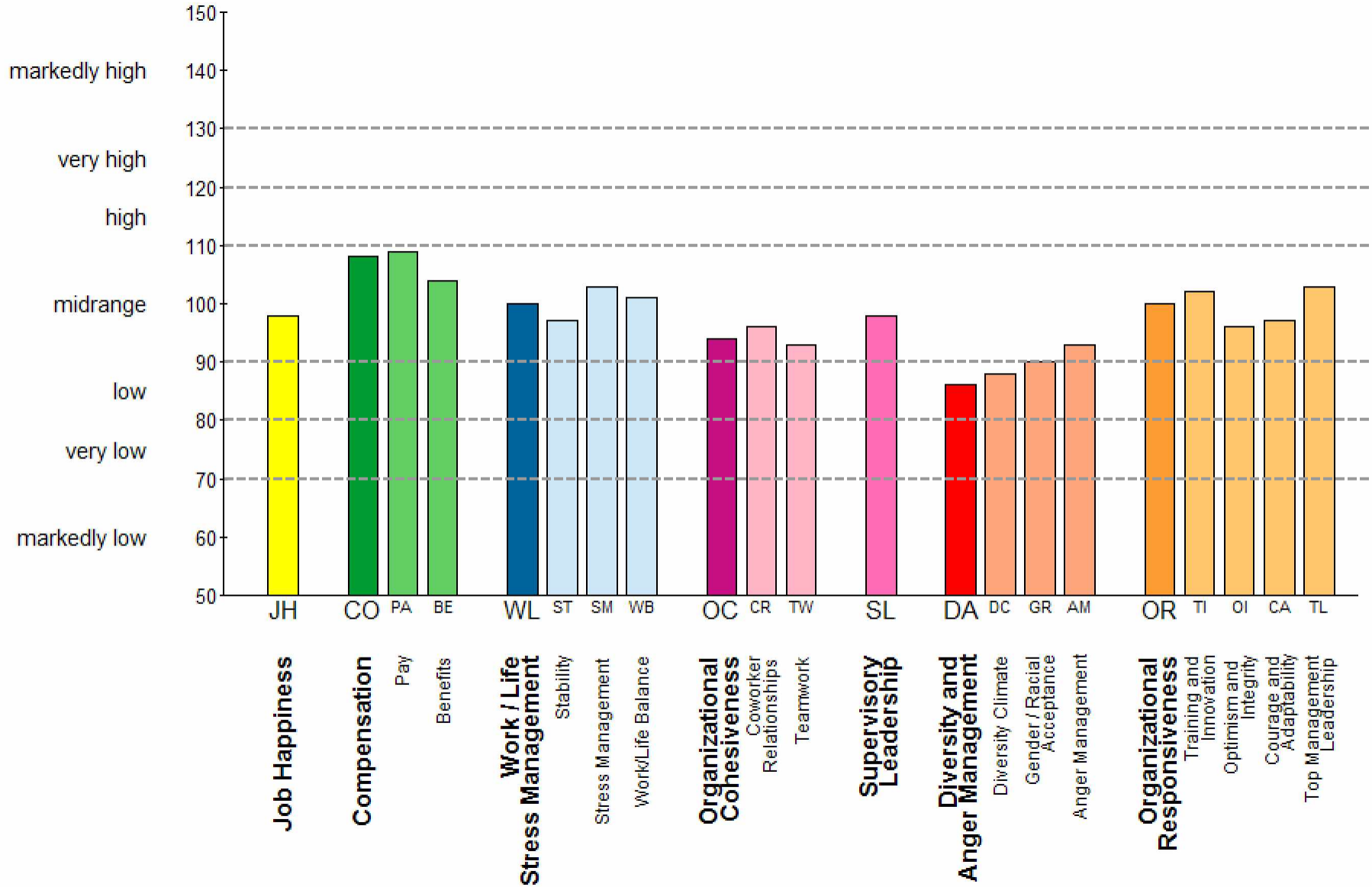
The Total BOEI score is 98. This score is considered to be Mid-Range compared to the normative sample.

One individuals had invalid Total BOEI scores due to missing responses.

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## Scale and Subscale Scores

The graph below displays the average scores for each scale and its subscales. Interpretive guidelines are also shown on the graph.



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## Score Summary

The following table presents the average standard scores for your organization and general interpretive guidelines for each scale and its subscales.

Scale	Standard Score	Guideline
TB Total BOEI	98	Mid-Range
JH Job Happiness	98	Mid-Range
CO Compensation	108	Mid-Range
PA Pay	109	Mid-Range
BE Benefits	104	Mid-Range
WL Work/Life Stress Management	100	Mid-Range
ST Stability	97	Mid-Range
SM Stress Management	103	Mid-Range
WB Work/Life Balance	101	Mid-Range
OC Organizational Cohesiveness	94	Mid-Range
CR Coworker Relationships	96	Mid-Range
TW Teamwork	93	Mid-Range
SL Supervisory Leadership	98	Mid-Range
DA Diversity and Anger Management	86	Low
DC Diversity Climate	88	Low
GR Gender/Racial Acceptance	90	Mid-Range
AM Anger Management	93	Mid-Range
OR Organizational Responsiveness	100	Mid-Range
TI Training and Innovation	102	Mid-Range
OI Optimism and Integrity	96	Mid-Range
CA Courage and Adaptability	97	Mid-Range
TL Top Management Leadership	103	Mid-Range
PI Positive Impression	108	OK
NI Negative Impression	112	OK

### Score Ranges for Interpretive Guidelines.

Total Score, Scales and Subscales

Score Range	Interpretive Guideline	Score Range	Interpretive Guideline
130+	Markedly High	80-89	Low
120-129	Very High	70-79	Very Low
110-119	High	Under 70	Markedly Low
90-109	Mid-Range		

Validity Indices: PI and NI

Score Range	Interpretive Guideline
Over 130	Highly Elevated
120-130	Elevated
Under 120	OK