SEI EMOTIONAL INTELLIGENCE
ASSESSMENT

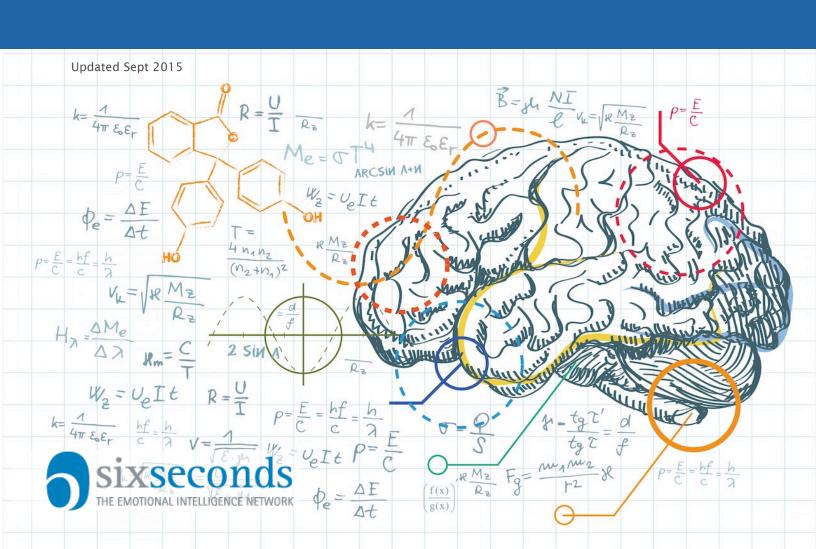The Six Seconds Emotional Intelligence Toolkit

TECHNICAL BRIEFING

Updated Sept 2015

sixseconds
THE EMOTIONAL INTELLIGENCE NETWORK

INTRODUCTION

The Six Seconds Emotional Intelligence Assessments (SEI™) are effective measures that help people develop and apply emotional intelligence. First published starting in 2005, the tools focus on using EQ to create positive change.

Key Facts:

- Three validated assessment tools based on the Six Seconds Model.
- Over 75,000 users from 50+ countries, including organizations such as FedEx, the US Navy, Dubai Holdings, and Maybank, plus schools and nonprofits around the world.
- 15+ languages and norms.

The toolkit includes:

SEI: Self-assessment validated for ages 18 and up. Available reports:

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- **Brain Brief Profile** BBP – introduction EQ, how emotion and cognition work together.
- **Brain Talent Profile** BTP – "top talents" from among 18 key capabilities.
- **Brain Discovery Profile** BDP – insight to key strengths and challenges.
- EQ **Dashboard** – 1-page summary of a group's EQ capabilities and talents Strengths Report – introduction to top 3 EQ competencies
- **Development Report** DR – in-depth review of emotional intelligence competencies
- **Leadership Report** LR – in-depth review of emotional intelligence competencies in a workplace context, linked to key performance outcomes
- **Leader's Development Guide** LDG – sequel to the Leadership Report with specific, customized recommendations for improving EQ
- **Group Report** GR – overview of the group's competencies
- **Comparison Group Report** CGR – statistical data about groups or a group over time

SEI360: Multi-rater assessment providing feedback from the individual and unlimited groups of "raters" providing their perspective. Group 360˚ report available.

SEI 360 EMOTIONAL INTELLIGENCE MULTI - RATER ASSESSMENT

SEI-YV: Self-assessment validated for ages 7-18. Group Report and Comparison Group Report plus YV-Brain Brief, Brain Talent, and Dashboard Profiles.

SEI YV EMOTIONAL INTELLIGENCE ASSESSMENT

The Six Seconds Model

All of the SEI tools are structured on this model, a process framework for putting emotional intelligence into action. The model includes 3 macro areas ("Pursuits") and 8 specific competencies:

Pursuit	Competency	Definition
Know Yourself	Enhance Emotional Literacy	Accurately identifying and interpreting both simple and compound feelings.
	Recognize Patterns	Acknowledging frequently recurring reactions and behaviors.
Choose Yourself	Apply Consequential Thinking	Evaluating the costs and benefits of your choices
	Navigate Emotions	Assessing, harnessing, and transforming emotions as a strategic resource.
	Engage Intrinsic Motivation	Gaining energy from personal values & commitments vs. being driven by external forces.
	Exercise Optimism	Taking a proactive perspective of hope and possibility.
Give Yourself	Increase Empathy	Recognizing and appropriately responding to others' emotions.
	Pursue Noble Goals	Connecting your daily choices with your overarching sense of purpose.

SEI-AV (Adult Version)

Measures

The SEI measures the eight competencies of emotional intelligence plus four performance outcomes: Effectiveness, Relationships, Quality of Life, and Wellbeing. Regression analysis shows EQ scores predict 50-60% of the variation in these outcomes.

Audience & Applications

SEI is designed for adults from ages 18 and up. Typical uses include learning and development, coaching, selection, and metrics for strategic planning / culture shaping.

Validity

SEI has undergone three rounds of validation testing and has been used in several significant research studies. The current norm group exceeds 75,000 individuals. Descriptive statistics

based on the norm group of the SEI-AV, EQ components and Outcomes of Performance comply well with validation guidelines. The SEI-AV is validated through Factorial Analysis; the eight EQ components render fair construct validity. Good concurrent validity is demonstrated by the EQ components that explain 55% of the Outcomes in a regression model. Cronbach's coefficient alpha ranges from 0.63-0.81 based on a small number of items per EQ component, indicating satisfactory reliability.

Survey statements are randomly ordered so as not to be leading in responses to a five-point, interval (Likert) scale, which enhances accuracy in assessment. The SEI-AV reports on three built-in validity indicators associated with survey completion, namely Positive Impression, Answer Style and Incoherence.

Additional Details

The SEI is scored online; the interface is compatible with all current web browsers as well as iPad 3+ tablets.

The questionnaire and selected reports are in several languages, e.g., Arabic, Australian, Chinese, English (US and UK), French, German, Indonesian, Italian, Japanese, Lithuanian, Macedonian, Portuguese, Spanish (CO and SP).

The tool authors are Joshua Freedman, Massimiliano Ghini, Lorenzo Fariselli, and Anabel Jensen.

SEI-360

Measures

SEI360 provides feedback on the same factors as the SEI, but with a focus on "Emotional Performance" (how EQ is being used) rather than competence.

Audience & Applications

SEI360 is designed for adults. It is typically used in learning and development programs as well as leadership coaching.

Validity

SEI360 provides normative data through "performance targets" based on analysis of over 5,000 questionnaires. The scales show good interscale correlation. As a 360 feedback tool, rather than a psychometric assessment, the SEI360 provides un-normed scores.

Additional Details

The SEI360 is administered online and is compatible with all current web browsers. The questionnaire and report is available in English, Italian, Japanese, Portuguese (BZ and PT).

SEIYV (Youth Version)

Measures

The SEI-YV measures the eight competencies of emotional intelligence plus five "life barometers" including good health, relationship quality, life satisfaction, personal achievement, and self-efficacy.

Audience & Applications

SEI-YV is designed for youth from ages 7-18 and up. Typical uses include learning programs in schools, counseling, coaching, and assessing whole-school social-emotional learning. For younger children, a "Perspective" SEI-YV can completed by an adult about the child.

Validity

Specifically, standardized scores against a large, internationally composite youth population of size 5,693 provide practitioners with a suitable baseline for comparison. The SEI-YV developed successfully through earlier Versions 1.0 and 2.0, stabilizing at its present refined Version 2.1. Statistical analysis of ongoing data collection over time will ensure that the SEI-YV remains actual, fair and unbiased towards diverse youth populations.

Survey statements are randomly ordered so as not to be leading in responses to a five-point, interval (Likert) scale, which enhances accuracy in assessment. The SEI-YV reports on four built-in validity indicators associated with survey completion, namely the youth's general frame of mind, number of missing items, positive impression, and response inconsistency.

Descriptive statistics based on the norm group of the SEI-YV EQ components and Life Barometers comply well with validation guidelines. The SEI-YV is largely uni-factorial; the eight EQ components render fair construct validity by together accounting for 39.92% of the common variance in SEI-YV factor structure. Good concurrent validity is demonstrated by the EQ components that explain 58.19% of the Life Barometers in a regression model. Cronbach's coefficient alpha ranges from 0.63-0.78 based on a small number of items per EQ component, indicating satisfactory reliability. In one pre-post study (n = 16) where

special-needs adolescents were double-assessed using the SEI- PYV by two independent counselors, high correlation was found at 0.86 and 0.80 respectively.

Additional Details

The SEI is scored online; the interface is compatible with all current web browsers as well as iPad 3+ tablets.

The questionnaire is currently available in English, Italian, Urdu and Afrikaans.

Dr. Anabel Jensen, president of Six Seconds partnered with Dr. Carina Fiedeldey-Van Dijk, president of ePsy Consultancy and research psychologist with expertise in the development and validation of psychometric assessments.

Research

The SEI tools are used in numerous studies, and the publisher provides grants to support additional effective research.

For more information, see www.6seconds.org/tools/sei/research

Resources

A full TECHNICAL MANUAL is available for both the SEI and SEI-YV. Certification is required to administer these assessments, except the "Profiles."

In addition to certification training to administer the tools, Six Seconds publishes a wide range of materials aligned with the SEI Toolset. A few examples:

- EQ Certification – In depth training on the Six Seconds Model
- Coaching EQ Certification – in depth training on the SEI tools and coaching methods
- Self-Science – a process for developing emotional intelligence for children
- EQ for Families – workshops to teach EQ skills to parents and caregivers
- Developing Human Performance – curriculum for managers
- At the Heart of Leadership – this book explains the role of EQ in leading people, and how it can be applied.
- EQ from the Inside Out – this book explains why EQ is important to individuals and how it can be improved.

More information is available from www.6seconds.org

SEI

Six Seconds Emotional Intelligence Assessment

www.6seconds.org/tools/sei