

Comparison of WE-Q Instruments



	WE-Q PROFILE	MSCEIT	EQ-I-2.0	ESCI
PUBLISHER	Learning In Action	MHS	MHS	Korn Ferry/Hay
METHOD	Real-Life Simulation	Ability Based	Self-Report	Multi-Rater
WHAT'S MEASURED	The Capacity to be in relationship when it's hard to be in relationship	Ability to perceive, use, understand and regulate emotions. Ability to solve emotional problems.	Emotional and Social Functioning and Performance	Workplace Performance: Self-Awareness & Management, Social Awareness, Relationship Management
HOW IT'S MEASURED	Responses to videos of common workplace interpersonal conflicts	Measures skill in using 4 types of EI: Perceiving, using, understanding & managing emotions	Series of questions	Feedback from several people
SCALES	Access to Range of Feelings, Positive/Negative & Self/Other Orientation, Balance Reliance on Thoughts, Wants, and Feelings, Empathy, Relationship Management	Total EIQ, Experiential EIQ, Strategic EIQ, Perceiving, Using, Understanding, Managing	Self-Perception, Self-Expression, Interpersonal, Empathy, Decision-Making, Stress Management	Emotional Self-Awareness, Empathy, Organizational Awareness, Achievement Orientation, Adaptability, Emotional Self-Control, Positive Outlook, Conflict Management, Inspirational Leadership, Teamwork

Comparison of WE-Q Instruments



	WE-Q PROFILE	SEI	EI LEADERSHIP	EMOTIONAL INTELLIGENCE APPRAISAL
PUBLISHER	Learning In Action	Six Seconds	Genos	Talent Smart
METHOD	Real-Life Simulation	Self-Report	Self-Assessment	Self-Report
WHAT'S MEASURED	The Capacity to be in relationship when it's hard to be in relationship	Eight skills in areas of Know Yourself, Choose Yourself, Give Yourself	Evaluates leadership behaviors in the workplace	Tests components of emotional intelligence
HOW IT'S MEASURED	Responses to videos of common workplace interpersonal conflicts	Responses captured to a series of statements	Responses captured to survey questions	Responses captured to a series of statements
SCALES	Access to Range of Feelings, Positive/Negative & Self/Other Orientation, Balance Reliance on Thoughts, Wants, and Feelings, Empathy, Relationship Management	Enhance Emotional Literacy, Recognize Patterns, Apply Consequential Thinking, Navigate Emotions, Engage Intrinsic Motivations, Exercise Optimism, Increase Empathy, Pursue Noble Goals	Self-Awareness, Awareness of Others, Authenticity, Emotional Reasoning, Self-Management, Positive Influence	Self-awareness, Self-Management, Social Awareness, Relationship Management