

Quick Facts

Ethos Behavioural Styles (E)

Emotional Intelligence
questionnaire

Untimed. Typically takes
15 minutes

128 questions

Custom JobFitScore

Suitable for all job levels

Key Features

Compatible with all devices

Re-skin to your brand

Scientifically-validated

Fair and unbiased across
all groups

Adjustable time limits

Intelligent IRT scoring

Integrated with ATSs

Bespoke test design
available

Secure data management
and GDPR compliant.

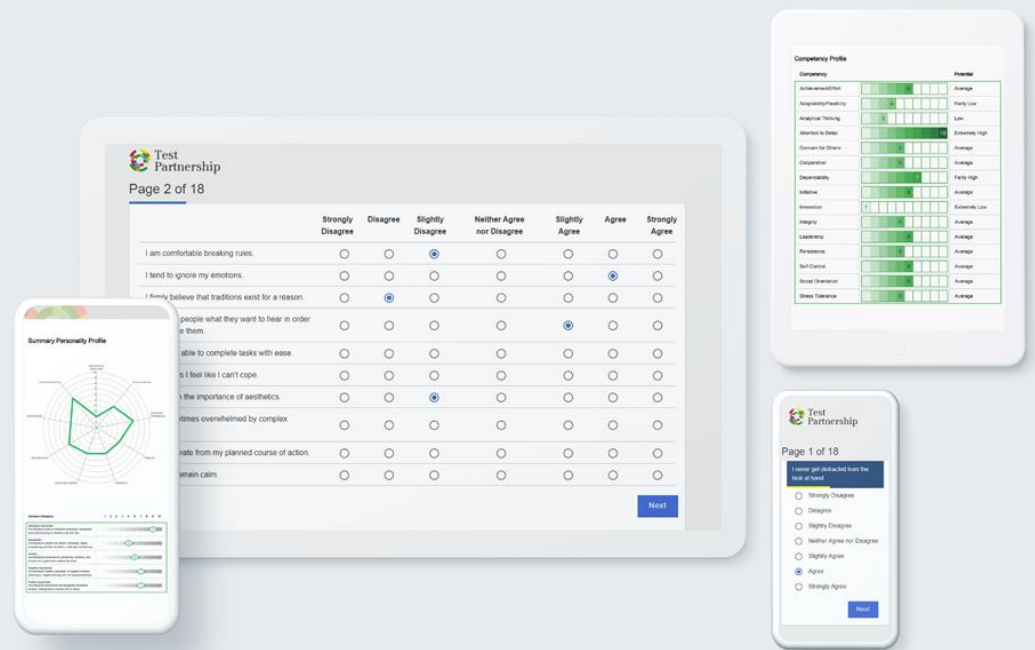
Developed in line with
positive psychology
principles.

Simple and easy to interpret
reporting.

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Emotional Intelligence Questionnaire

The Ethos Behavioural Styles: (E) questionnaire measures the behavioural propensity to understand, appreciate, and manage emotions and interpersonal communication. It is essential to performance in any role that involves taking responsibility for other people.

This questionnaire comprises 128 questions and takes around 15 minutes to complete, although the assessment is untimed. As a result, candidates can take as much or as little time as they require.

This assessment measures four broad areas which collectively comprise emotional intelligence: Self-Awareness, Self-Management, Social-Awareness, and Relationship Management. Together, these traits determine how effectively people manage emotions and interpersonal communication.

Advantages of the Emotional Intelligence Questionnaire

- ✓ Higher degree of accuracy
- ✓ Improved reliability
- ✓ Shorter administration times
- ✓ Improved candidate experience
- ✓ Less stress for candidates
- ✓ Psychometrically-robust
- ✓ Customisable & bespoke options

Benefits and ROI

- ✓ Better quality of hire
- ✓ Improved candidate experience
- ✓ More compassionate staff
- ✓ Reduced hiring costs
- ✓ Lower employee turnover
- ✓ Increased fairness and objectivity
- ✓ Faster time-to-hire
- ✓ Reduced administrative burden

Recommended Uses

- ✓ Leadership positions
- ✓ Customer-focused roles
- ✓ Caring roles
- ✓ Any industry sector and job type
- ✓ Personal development and coaching
- ✓ Talent analytics

The Ethos Behavioural Styles Series

The Ethos behavioural Styles series of questionnaires have been designed to measure key behavioural traits which underpin performance, well-being, and engagement in the workplace. These assessments have been designed with positive psychology principles in mind, measuring the traits which help people to thrive and gain fulfilment from their work.

What Traits does the Emotional Intelligence Questionnaire Measure?

The Ethos Behavioural Fit (E) reports all of the traits below and also gives you the option to create your own JobFitScore by combining traits into one aggregate measure. **Optional:** tick all the boxes you'd like to add to your JobFitScore to add an extra combined score scale to your PDF reports.

☐ Self-Management

A person's behavioural propensity towards proactive control of their emotions, mood, and resulting behaviours.

☐ Resilience

An individual's propensity towards handling, overcoming, and working through stress and periods of high pressure.

☐ Cautiousness

An individual's propensity to avoid impulsive decision-making in favour of thorough and careful consideration.

☐ Agency

An individual's belief in their own abilities, skills, competencies, and their overall sense of control in life.

☐ Self-control

An individual's likelihood of consciously regulating their behaviour, independent of their emotional state.

☐ Self-Awareness

A person's propensity to understand, recognise, identify, and properly account for their own emotions.

☐ Recognition

An individual's propensity to recognise when their mood, emotional state, or sense of well-being begins to change.

☐ Contextualisation

An individual's understanding of how their emotions typically affect their behaviour and actions.

☐ Decision-Making

An individual's propensity to account for their emotional state when making important decisions.

☐ Identification

An individual's likelihood of correctly identifying the emotion(s) that they are feeling at any given moment.

Social Awareness

A person's propensity to understand, recognise, and relate to, the emotions of other people.

Empathy

An individual's capacity for emotional understanding, allowing them to feel the emotions of other people.

Compassion

An individual's propensity towards sympathy, resulting in a strong desire to help others when possible.

Social Tact

An individual's capacity for careful, deliberate, and effective interpersonal communication.

Socially Comfortable

An individual's propensity to feel comfortable and at ease in social settings, especially when around new people.

Relationship Management

A person's propensity to engage in effective and meaningful social interaction.

Team-work

An individual's propensity to seek, enjoy, and operate effectively within a team or functional social group.

Positive Expression

An individual's awareness and recognition of positive emotion, feeling able to express this to others.

Negative Expression

An individual's healthy expression of negative emotion, attending to negative feelings and not suppressing them.

Self-Confidence

An individual's propensity to feel confident and assertive during goal directed interpersonal communication.